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WOMEN AND MINORITIES IN  
CALIFORNIA PUBLIC POSTSECONDARY EDUCATION:  
THEIR EMPLOYMENT, CLASSIFICATION, AND COMPENSATION

1977-1979

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

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## EXECUTIVE SUMMARY

### Background

This report is prepared in compliance with Education Code Section 66903 (AB 105, Hughes, 1977) which directs the Commission to report on the employment, classification, and compensation of ethnic minorities and women in the three public segments of California postsecondary education. Also included is data concerning new hires, promotions, and separations of women and minorities in the public segments. Primary emphasis in the textual discussion is placed on the top three occupational categories of Executive/Administrative/Managerial staff, Faculty, and Professional/Non-Faculty staff. The report is divided into four major sections: Statewide Overview--All Public Segments; California Community Colleges; State University and Colleges, and University of California. Within each major section, data are included on four specific topics: classification/occupational activity; compensation; full-time faculty by tenure status and rank, and new hires, promotions, and separations.

### Statewide Overview

#### Classification

While the Executive/Administrative/Managerial category statewide in 1979 remains predominantly white and male, modest increases in the percentages of women and ethnic minorities in this category have occurred since 1977. Similarly, slight increases in the proportions of women and minorities in the statewide faculty have occurred, although this classification also remains predominantly male and white. The Professional/Non-Faculty staff statewide is predominantly female and has a generally better representation of ethnic minorities than either the Executive or Faculty classifications. Small increases in the percentages of women and minorities in the Professional/Non-Faculty classification also occurred over the two-year period from 1977 to 1979.

#### Compensation

The proportions of women and minorities who earned \$30,000 or more in the Executive category statewide increased between 1977 and 1979. In the Faculty classification, the percentages of those earning \$30,000 or more increased considerably for all faculty, regardless of sex or ethnicity, over the two-year period. (How much of this movement was due to promotions and related salary increases, and how much to the

considerable across-the-board salary increases that occurred between 1977 and 1979, cannot be determined.) However, while white male faculty statewide were clustered primarily in the \$25,000-\$29,999 range in 1979, white females and both male and female ethnic minorities were clustered one range lower at \$19,000-\$24,999. In the Professional/Non-Faculty classification, both white and minority males remained clustered in the \$19,000-\$24,999 range from 1977 to 1979. However, white and minority women, who had been clustered one range lower at the \$16,000-\$18,999 range in 1977, moved up to join the men in the \$19,000-\$24,999 range by 1979.

#### Faculty by Tenure Status and Rank

While the tenured faculty statewide is still predominantly white and male, small increases in the proportions of women and ethnic minorities among the tenured faculty occurred between 1977 and 1979. The proportions of women and ethnic minorities among the on-track for tenure faculty, however, decreased over the two-year period. In the "other" faculty category (which includes such persons as visiting faculty, faculty on short-term contracts, Agricultural and Cooperative Extension faculty, and librarians), the proportion of women increased as did that of minority males. Ethnic minority females held the same percentage of the "other" faculty category in 1979 as they did in 1977.

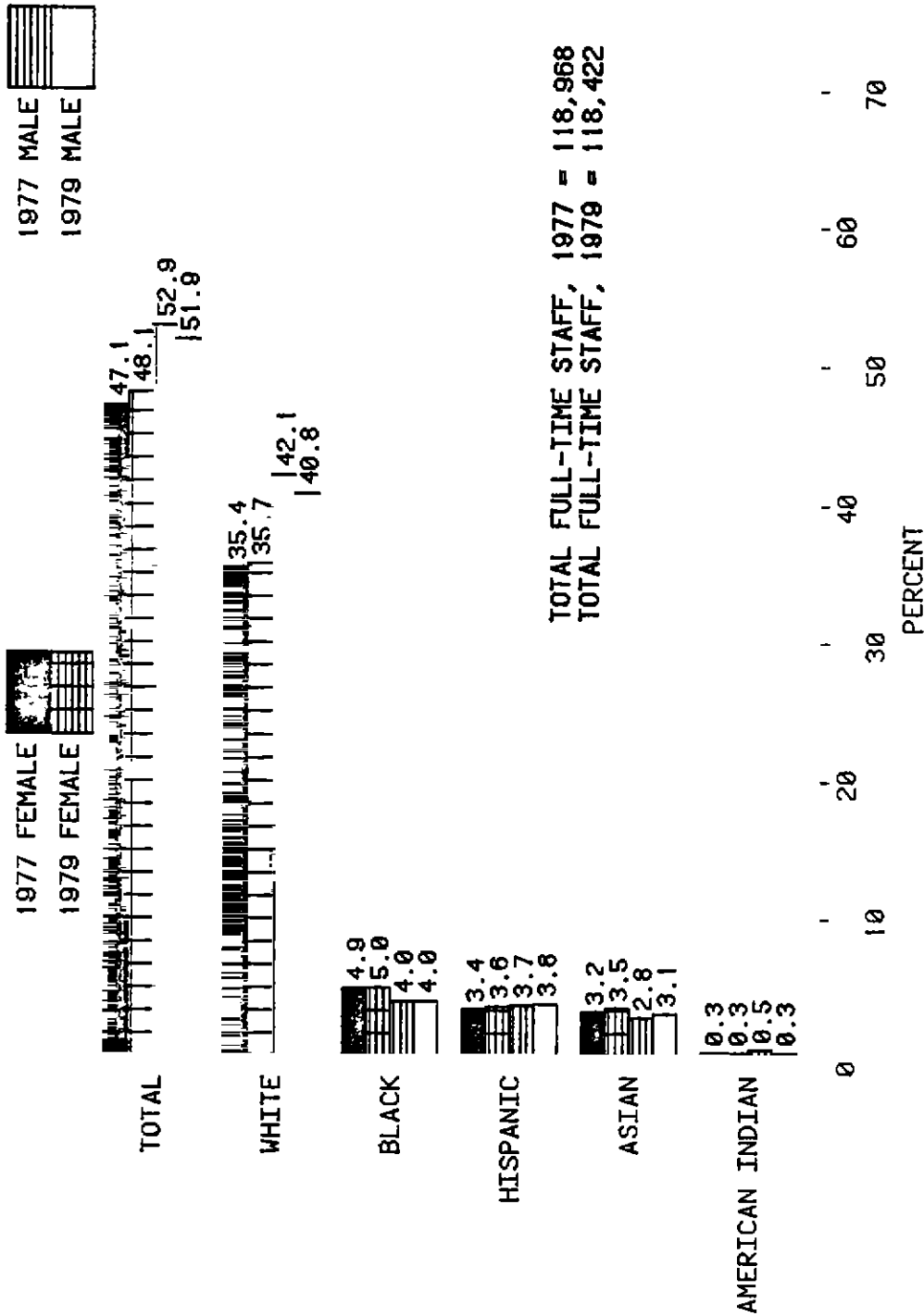
#### New Hires, Promotions, and Separations

Please see the statewide overview and segmental sections of this report for summaries of the data regarding new hires, promotions, and separations.

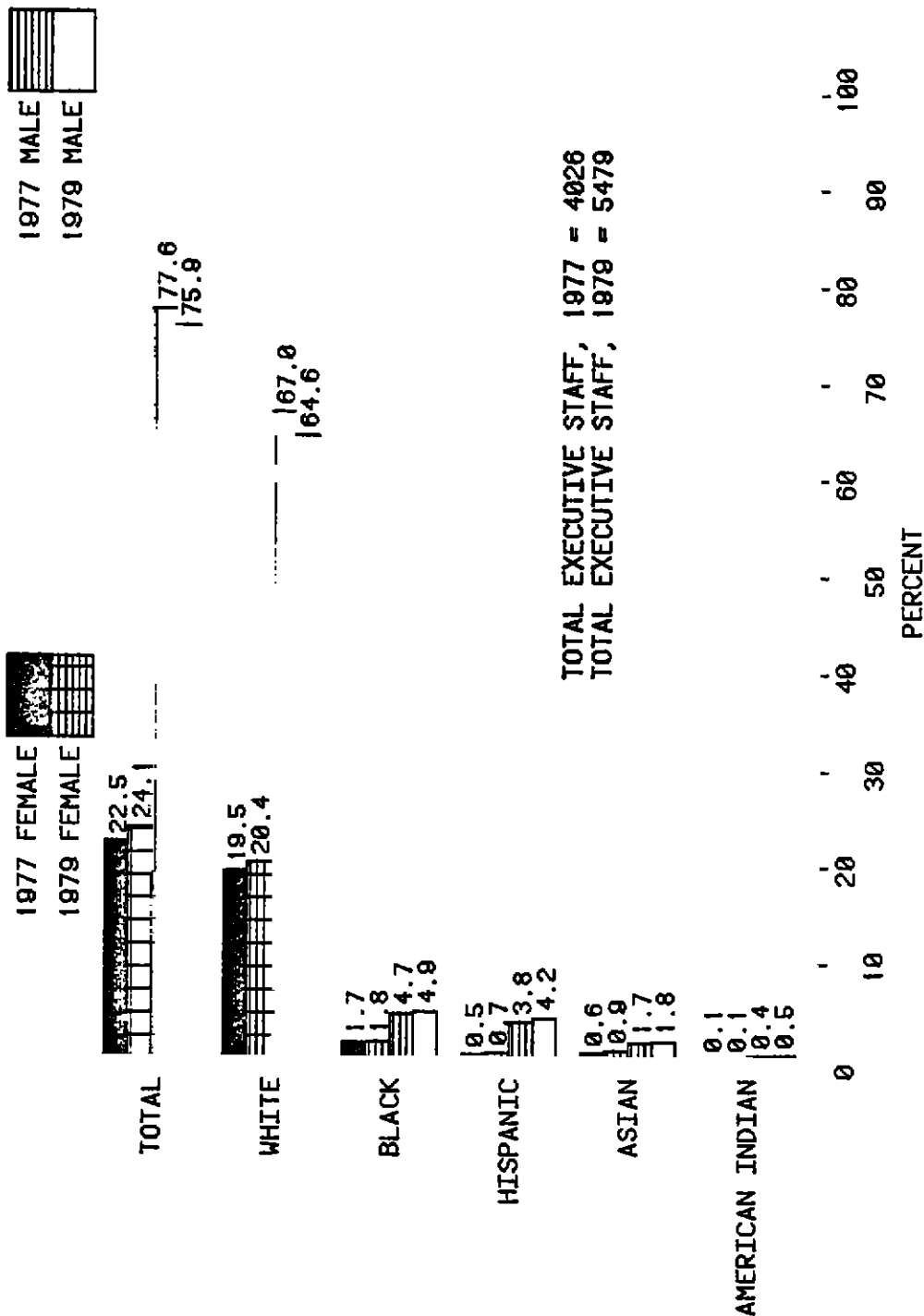
#### Summary

With few exceptions, modest increases in both the numbers and the proportions of women and ethnic minorities have occurred in administrative, faculty, and professional staff positions across all three public segments. The evidence of at least some progress in increasing the utilization of women and minorities in the various employment categories spans the segments of postsecondary education, especially with respect to the hiring and promoting of women and minorities in the top three occupational categories. The third report on the employment, classification, and compensation of women and minorities in California higher education, due in 1982, should help determine whether the affirmative action efforts of the public segments are having a sustained positive effect on the representation and utilization of women and ethnic minorities in California public higher education.

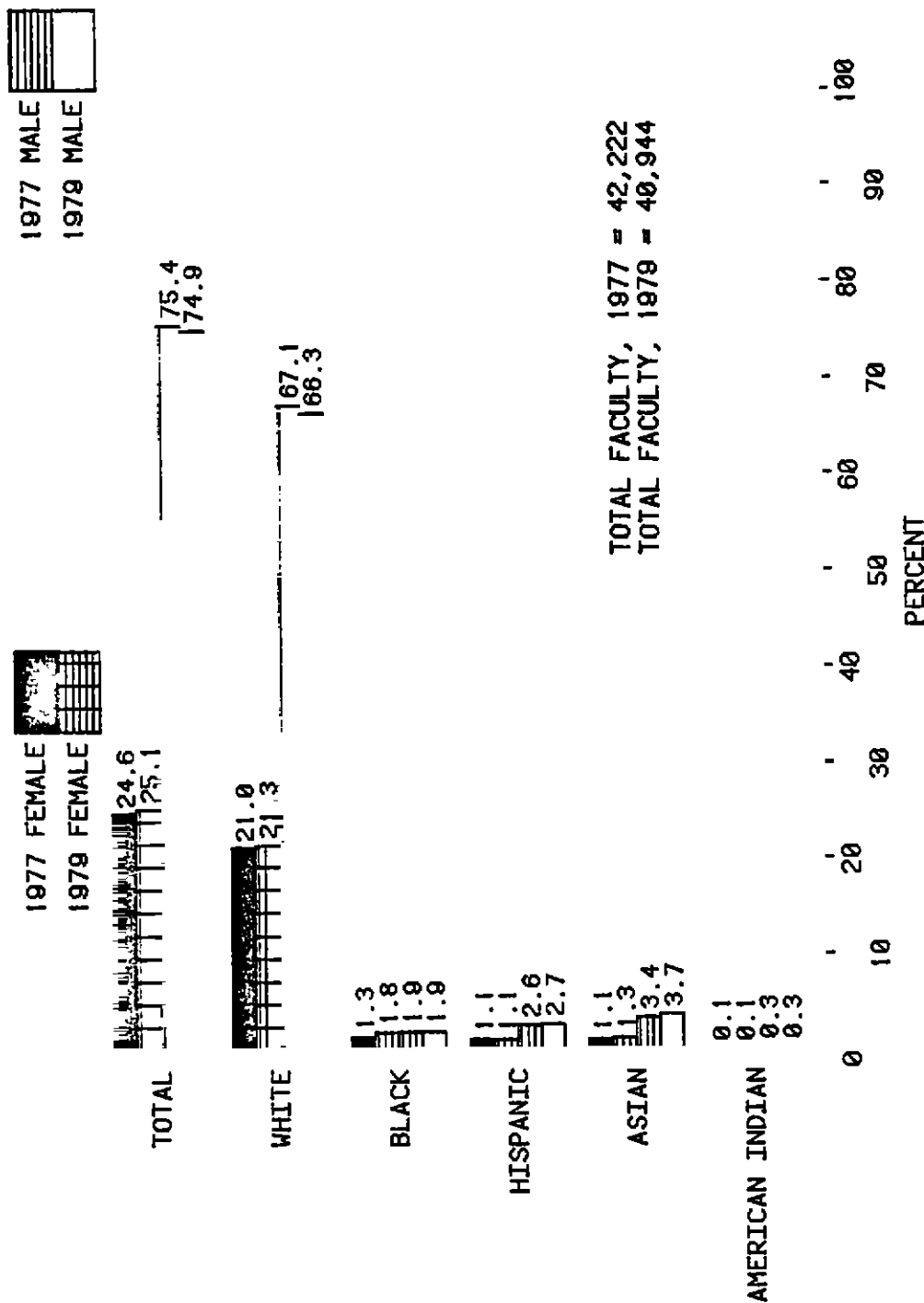
FEMALE AND MALE EMPLOYMENT, BY ETHNICITY AS A PERCENT  
OF FULL-TIME STAFF: ALL PUBLIC SEGMENTS  
(GRAND TOTAL) FALL 1977, FALL 1979



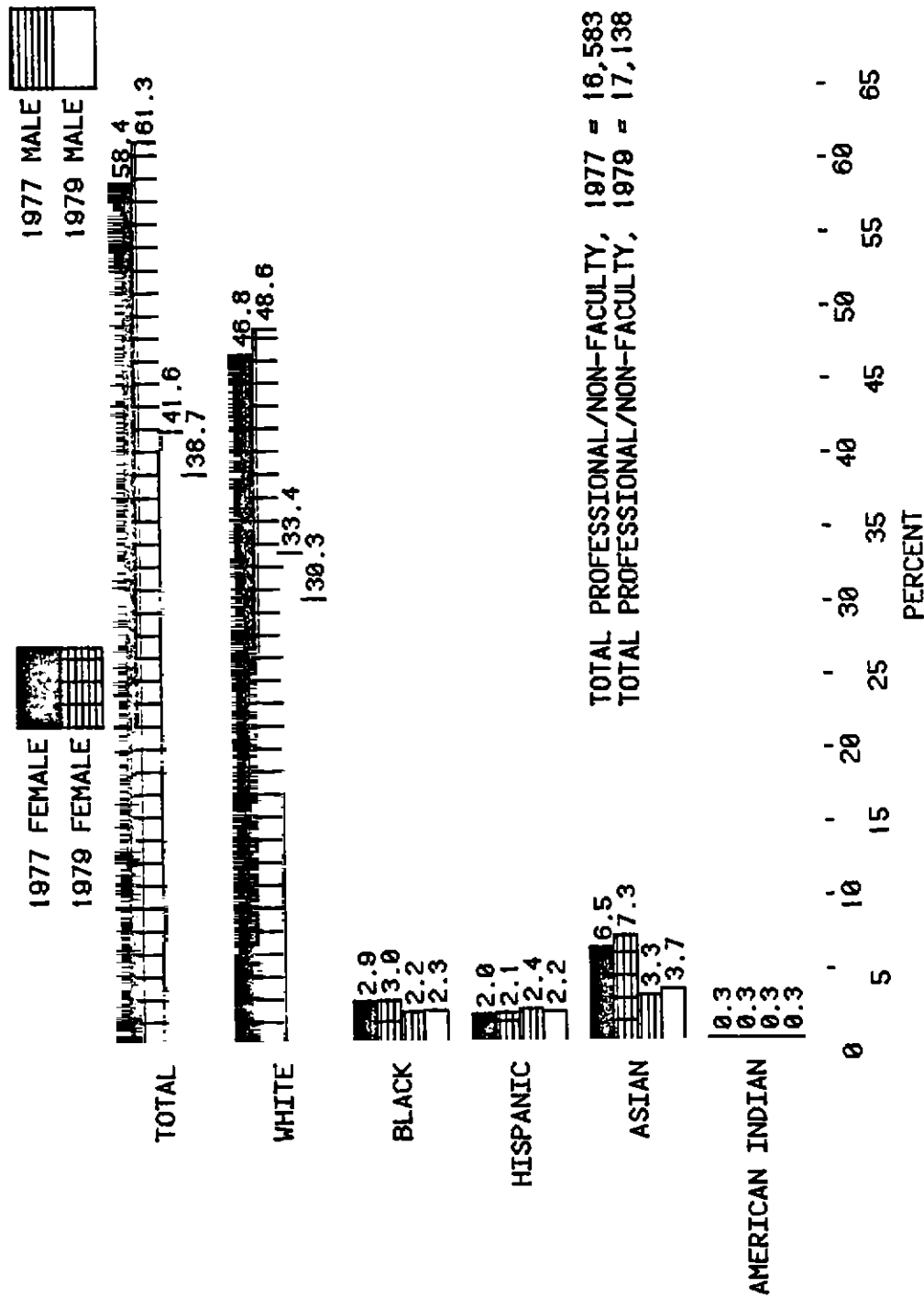
FEMALE AND MALE EMPLOYMENT, BY ETHNICITY AS A PERCENT  
OF FULL-TIME STAFF: ALL PUBLIC SEGMENTS  
(EXECUTIVE/ADMINISTRATIVE) FALL 1977, FALL 1979



FEMALE AND MALE EMPLOYMENT, BY ETHNICITY AS A PERCENT  
OF FULL-TIME STAFF: ALL PUBLIC SEGMENTS  
(FACULTY) FALL 1977, FALL 1979



FEMALE AND MALE EMPLOYMENT, BY ETHNICITY AS A PERCENT  
OF FULL-TIME STAFF: ALL PUBLIC SEGMENTS  
(PROFESSIONAL NON-FACULTY) FALL 1977, FALL 1979





## INTRODUCTION

This report is prepared in compliance with Education Code Section 66903 (AB 105, Hughes, 1977) which directs the Postsecondary Education Commission to report to the Legislature and the Governor on the employment, classification and compensation of ethnic minorities and women in the three public segments of California postsecondary education. Also included is data concerning new hires, promotions, and separations of women and minorities in the public segments. The Commission is to report on a biennial basis, primarily with data collected from the federal Higher Education Staff Information (EEO-6) survey. This survey is conducted biennially by the Equal Employment Opportunity Commission, and is coordinated in California by the Postsecondary Education Commission. The statute indicates that Fall 1977 should provide the base year data for the report; Fall 1979 provides the second set of data. Primary emphasis in the textual discussions is placed on the top three occupational categories of Executive/Administrative/Managerial staff, Faculty, and Professional/Non-Faculty staff. The report is divided into four major sections: Statewide Overview--All Public Segments; California Community Colleges; State University and Colleges; and University of California. Within each major section, data are included on four specific topics: classification/occupational activity; compensation; full-time faculty by tenure status and rank; and new hires, promotions, and separations.

In July 1979, the Commission published a Preliminary Report on the 1977 base year data. This report on the "Sex and Ethnicity of Faculty and Staff in California's Public Colleges and Universities" provided the basis for a legislative hearing on affirmative action in public colleges and universities. In the Preliminary Report, and in the legislative hearings, certain problems with the data became apparent. Chief among the problems was the fact that although each of the segments used the same federal reporting form and, supposedly, the same federal definitions for the seven occupational categories, there appeared to be differences among the segments as to which staff were to be included in each of the federally defined occupational categories. For example, the Executive/Administrative/Managerial category was much more broadly defined by the University than by the State University. In order to resolve the definitional differences, the Commission held a series of meetings with segmental representatives in Fall 1979 to establish mutually agreeable definitions and reporting dates. The segments agreed to modify their operational definitions to better conform to the federal definitions, and also agreed to have all the Fall 1979 data--including the new data on Promotions, Separations and New Hires, and in the case of the University and State University, resubmittals of the Fall 1977 data--reported to the Commission by February 1, 1980.

Unfortunately, in October 1980, the Commission was still awaiting various portions of the data needed for the AB 105 report. In addition, those data which were available evidenced certain problems. First, the State University reported that contrary to its October 1979 agreement, it could not reconstruct and resubmit the Fall 1977 data to conform to the new definitional structure. The State University indicated that the establishment of new classifications in 1978 to identify all employees with managerial responsibilities caused a significant change in the reporting of managerial and professional employees. The result of this change was a shift of over 900 persons from the Professional/Non-Faculty and Faculty categories into the Executive/Administrative/Managerial category at the State University, which also occasioned considerable increases in the representation of women and ethnic minorities reported in the Executive category in 1979. The Executive/Administrative/Managerial category now appears to be as broadly defined at the State University as at the University.

The University also had problems between staff classifications reported in 1977 and those used in 1979. To correct these differences, the University revised their 1977 EEO-6 report to more closely conform to those data reported in 1979.

On the more positive side, the data reported in the other categories appear to be reasonably consistent, at least within each segment. For this reason, the data have been organized for this report first in a statewide overview, and then by segment. Given the different types of staff within each segment, cross-segmental comparisons have not been made. In all tables, data are reported for each ethnic category, and for both sexes within each ethnic category.

AB 105 also requests the segments to provide narrative evaluations addressing the following topics: patterns of underutilization of women and minority employees compared to their availability among different job categories; specific results of affirmative action programs in reducing the underutilization of women and minorities; and evaluations of the strengths and inadequacies of current affirmative action programs. Since there are only two years of data available for comparison, the Commission has not drawn any conclusions related to the efficacy of the segments' staff affirmative action programs in addressing the topics cited above. The segments, however, have drawn such conclusions in their own narrative evaluations, which are included as appendices to this report.

## SECTION I

### STATEWIDE OVERVIEW: ALL PUBLIC SEGMENTS

#### Classification/Occupational Activity

Overall, the total number of full-time staff employed in the three public segments decreased slightly between 1977 and 1979 (118,968 to 118,422). Of the total full-time staff in 1979, slightly over half (51.9%) were men. This represents a slight decrease in the proportion of males in the postsecondary education workforce since 1977, when 52.9 percent of all employees were men. Of all male employees in 1979, approximately half (49.9%) were employed as faculty members; this was also the case in 1977 (50.6%). Women were most likely to be concentrated in the Secretarial/Clerical category, with 45.9 percent of all female employees found in that occupation; in 1977, the figure had been 47.1 percent. Ethnic minority males in 1979 were most often found in the Service/Maintenance category (34.9% of all minority males); this differs only slightly from 1977, when the figure was 36.1. Ethnic minority females were most concentrated in the Secretarial/Clerical category (49.0% of all minority females); this was also the case in 1977 (50.0%).

The number of persons statewide classified as Executive/Administrative/Managerial staff increased over the two-year period from 1977 to 1979 (from 4,026 to 5,479). The Executive/Administrative/Managerial category in 1979 was predominantly male (75.9%), although less so than it was in 1977 (77.6%). Of the male Executive staff, 14.9 percent were ethnic minorities, up slightly from 1977 when the figure was 13.6 percent. Women constituted 24.1 percent of the Executive category in 1979, an increase from 22.5 percent in 1977. Of all women in the Executive category in 1979, 15.0 percent were ethnic minorities; this compares to 13.1 percent in 1977. There has, therefore, been an increase in the representation of both women (1.6%) and minorities (1.4%) in the Executive/Administrative/Managerial category statewide since 1977.

The number of full-time faculty statewide decreased between 1977 and 1979 (from 42,222 to 40,944). The full-time faculty statewide in 1979 was predominantly male (74.9%) and predominantly white (87.6%), although slightly less so than in 1977 (75.4% male, and 88.1% white). Ethnic minority males constituted 8.6 percent of the Faculty category in 1979; ethnic minority females, 3.8 percent of the category. In 1977, the respective figures for ethnic minority males and females were 8.3 percent and 3.7 percent. Thus, since 1977 there has been a slight increase in the proportions of both women and ethnic minorities in the Faculty classification.

The Professional/Non-Faculty category statewide increased from 16,583 persons in 1977, to 17,138 in 1979. In the Professional/Non-Faculty category, women predominated (61.3%) in 1979, as they did in 1977 (58.4%). Ethnic minorities constituted 21.1 percent of this category in 1979, with minority females at 12.7 percent and minority males at 8.5 percent of the Professional/Non-Faculty staff. This compares to the 1977 figure of 19.8 percent ethnic minority (11.7% minority female and 8.1% minority male). These figures represent slight increases since 1977 for women as well as for both male and female ethnic minorities.

Looking across all seven occupational categories statewide, the representation of women slightly increased in each occupational category from 1977 to 1979, except in the Secretarial/Clerical classification, where they maintained a steady 89.3 percent of that category. Ethnic minorities also slightly increased their representation in all seven occupational categories over the two-year period.

# HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

## FULL-TIME STAFF BY OCCUPATIONAL ACTIVITY

### ALL PUBLIC SEGMENTS

ACTIVITY	GRAND TOTAL	MALE					FEMALE						
		WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	
EXEC/ADMIN/MANAGERIAL PERCENT	5,479 100 0	4,161 75 9	3,541 64 6	267 4 9	230 4 2	97 1 8	26 5	1,318 24 1	1,120 20.4	100 1 8	40 .7	50 9	8 .1
FACULTY PERCENT	40,944 100 0	30,680 74 9	27,149 66 3	783 1 9	1,107 2 7	1,519 3 7	122 3	10,264 25 1	8,705 21 3	562 1 4	431 1 1	516 1 3	50 1
PROFESSIONAL/NON-FACULTY PERCENT	17,138 100 0	6,635 38 7	5,185 30.3	386 2 3	378 2 2	638 3 7	48 3	10,503 61.3	8,334 48.6	517 3 0	360 2 1	1,248 7 3	44 .3
SECRETARIAL/CLERICAL PERCENT	29,246 100 0	3,141 10 7	1,977 6 8	466 1 6	401 1 4	268 9	29 1	26,105 89 3	18,908 64 7	2,756 9 4	2,523 8 6	1,727 5 9	191 7
TECHNICAL/PARAPROFESSIONAL PERCENT	10,178 100.0	4,858 47 7	3,667 36.0	444 4 4	381 3 7	339 3.3	27 .3	5,320 52.3	3,598 35.4	768 7 5	499 4.9	419 4 1	36 4
SKILLED CRAFTS PERCENT	3,159 100 0	3,017 95 5	2,344 74 2	212 6 7	288 9 1	125 4 0	48 1 5	142 4 5	116 3.7	5 2	13 4	7 2	1 .0
SERVICE/MAINTENANCE PERCENT	12,278 100 0	9,026 73 5	4,403 35.9	2,192 17.9	1,675 13 6	674 5 5	82 7	3,252 26 5	1,447 11 8	1,169 9 5	439 3 6	164 1 3	33 .3
TOTAL PERCENT	118,422 100 0	61,518 51 9	48,266 40 8	4,750 4 0	4,460 3 8	3,660 3 1	382 3	56,904 48 1	42,228 35 7	5,877 5.0	4,305 3 6	4,131 3 5	363 3

# HIGHER EDUCATION STAFF INFORMATION (EE0-6) -- 1977

## FULL-TIME STAFF BY OCCUPATIONAL ACTIVITY

### ALL PUBLIC SEGMENTS

ACTIVITY	GRAND TOTAL	MALE					FEMALE				
		WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL	4,026	3,122	2,697	189	152	67	786	68	19	26	5
PERCENT	100.0	77.6	67.0	4.7	3.8	1.7	19.5	1.7	0.5	0.6	0.1
FACULTY	42,222	31,828	28,331	802	1,112	1,444	8,848	564	449	485	48
PERCENT	100.0	75.4	67.1	1.9	2.6	3.4	21.0	1.3	1.1	1.1	0.1
PROFESSIONAL/NON-FACULTY	16,583	6,896	5,545	371	392	541	7,754	483	334	1,074	42
PERCENT	100.0	41.6	33.4	2.2	2.4	3.3	46.8	2.9	2.0	6.5	0.3
SECRETARIAL/CLERICAL	29,586	3,156	2,013	481	375	258	19,445	2,656	2,439	1,696	194
PERCENT	100.0	10.7	6.8	1.6	1.3	0.9	65.7	9.0	8.2	5.7	0.7
TECHNICAL/PARAPROFESSIONAL	10,319	5,068	3,893	437	394	311	3,676	760	454	326	35
PERCENT	100.0	49.1	37.7	4.2	3.8	3.0	35.6	7.4	4.4	3.2	0.3
SKILLED CRAFTS	3,200	3,096	2,490	184	275	99	82	3	14	4	1
PERCENT	100.0	96.8	77.8	5.8	8.6	3.1	2.6	0.1	0.4	0.1	-
SERVICE/MAINTENANCE	13,032	9,725	5,089	2,283	1,678	592	1,506	1,236	395	139	31
PERCENT	100.0	74.6	39.1	17.5	12.9	4.5	11.6	9.5	3.0	1.1	0.2
TOTAL	118,968	62,891	50,058	4,747	4,378	3,312	42,097	5,770	4,104	3,750	356
PERCENT..	100.0	52.9	42.1	4.0	3.7	2.8	35.4	4.9	3.4	3.2	0.3

## Compensation

There were 5,325 persons in the Executive/Administrative/Managerial category statewide on eleven-month contracts in 1979, as compared to 3,888 in 1977. (A good deal of this increase, however, is due to changes in employee classifications by the State University.) Of the men, 71.5 percent earned \$30,000 or more in 1979; in 1977, 60.3 percent of the men earned that amount. Of white males, 73.8 percent earned \$30,000 or more in 1979; in 1977, 62.3 percent were in that salary range. In contrast, of all women in the Executive category, 40.1 percent earned \$30,000 or more in 1979, a considerable increase over the 25.1 percent who earned that amount in 1977. Of ethnic minority males, 58.8 percent received salaries of \$30,000 or more in 1979; 47.4 percent were in that salary range in 1977. Of ethnic minority females, 45.5 percent earned \$30,000 or more in 1979; 33.9 percent earned that amount in 1977. In comparison, only 39.1 percent of white females earned \$30,000 or more in 1979, and 23.8 percent earned that amount in 1977. This increase in the proportion of white females who earned \$30,000 or more was the greatest of all groups discussed above. While it is clear that the proportions of women and ethnic minorities who earned \$30,000 or more increased over the two-year period, it is difficult to determine how much of this movement was due to promotions and related salary increases, and how much the considerable across-the-board salary increases that occurred between 1977 and 1979. (This will be the case with all discussions of salary increases in this section.)

There were 154 persons in the Executive/Administrative/Managerial category statewide on nine-month contracts in 1979, as compared to 138 in 1977. (Most persons in this category work on an eleven-month basis and have already been discussed.) Of the men, 53.8 percent earned \$30,000 or more in 1979; in 1977, only 27.1 percent were in that salary range, with the largest group of male executives in the \$25,000 to \$29,999 range.

Of white males in this classification, 56.8 percent earned \$30,000 or more in 1979; in 1977, 27.6 percent of white males were in the top salary range. In contrast, of all women in the Executive category on nine-month contracts, 31.3 percent made \$30,000 or more in 1979; in 1977, the figure had been 14.3 percent. Of white females, 28.2 percent made salaries of \$30,000 or more in 1979, as compared to 12.1 percent in 1977. Of the twenty ethnic minorities in the Executive category on nine-month contracts in 1979, 35.0 percent made salaries of \$30,000 or more as compared to 22.2 percent of the eighteen ethnic minorities in 1977.

Statewide, in the Faculty category in 1979, there were 9,348 persons employed on an eleven-month basis, a decline from 9,927 in 1977.

(The majority of faculty statewide teach on an academic year of nine-months and will be discussed below.) In 1979, the single largest concentration of male faculty (38.6%) was in the \$30,000 and above range; in 1977, the figure had been 27.1 percent. Women in the eleven-month Faculty category in 1979 continued to cluster mainly in the \$19,000 to \$24,999 range (37.0%), as they had in 1977 (38.3%). Only 17.4 percent of all women faculty received salaries of \$30,000 or more in 1979, although this was double the 8.8 percent of female faculty who were in that top salary range in 1977. Of white males, 40.6 percent were in the \$30,000 and above range in 1979; in 1977, the figure was 28.7 percent. Of white females, 18.5 percent were in the top salary category in 1979, which was double their percentage in that category in 1977 (9.3%). Of ethnic minority males, 24.7 percent received \$30,000 or above in 1979, as compared to 15.6 percent who were in that range in 1977. Of ethnic minority females, 11.6 percent were in the \$30,000 and above salary range in 1979, which was nearly double their percentage in this salary range in 1977 (6.0%). It should be noted, however, that of the 3,143 eleven-month faculty who received salaries in the \$30,000 and above range in 1979, only 42 were ethnic minority women. While the number of ethnic minority women in this salary range had more than doubled since 1977, their representation remained relatively small.

In the statewide Faculty category in 1979, there were 31,340 persons employed on the standard nine-month academic-year contract of two semesters or three quarters of teaching, a decline from the 31,879 so employed in 1977. Of all faculty statewide in 1979, 24.9 percent made salaries of \$30,000 or more, which is a dramatic increase over the 3.2 percent of faculty who were in that salary range in 1977. (Again, whether these large increases in the proportion of faculty earning \$30,000 or more are due mainly to promotions and step increases, or to the considerable across-the-board salary increases that occurred between 1977 and 1979 is difficult to determine.) In 1979, the single largest concentration of male faculty was in the \$25,000 to \$29,999 range (33.5%); in 1977, the largest group of men had been in the \$19,000 to \$24,999 range (42.6%). Women in the nine-month Faculty category in 1979 continued to cluster in the \$19,000 to \$24,999 range (41.9%), as they had in 1977 (42.0%). In the top salary range of \$30,000 and above, the percentage of male faculty increased dramatically from 4.2 percent in 1977, to 29.5 percent in 1979. Similarly, female faculty increased their percentage in the top salary range from 0.5 percent in 1977, to 11.3 percent in 1979. While white males were clustered primarily in the \$25,000 to \$29,999 range in 1979 (34.2%), white females and both male and female ethnic minorities were clustered one range lower at \$19,000 to \$24,999 (with percentages of 40.8%, 43.7%, and 48.5%, respectively). In 1979, 18.5 percent of minority males were in the \$30,000 and above salary range, as compared to 2.6 percent in 1977. Of ethnic minority female faculty in 1979, 6.1 percent were in the top salary range, compared



to 0.2 percent in 1977. (In actual numbers, the increase in minorities in the top salary range was from 67 in 1977--65 males and 2 females--to 552 in 1979--480 males and 72 females.)

There were 16,245 persons in the Professional/Non-Faculty category (eleven-month contract) in 1979; in 1977, there were 15,690. The single largest concentration of men was found in the \$19,000 to \$24,999 salary range in 1979 (38.6%), which was also the case in 1977 (38.4%). Similarly, the largest concentration of women was also in the \$19,000 to \$24,999 range in 1979 (42.3%), which is one range higher than that in which women were concentrated in 1977. In 1977, 8.1 percent of all males in the Professional/Non-Faculty category made salaries of \$30,000 or more; in 1979, this figure had doubled to 16.1 percent. For women in 1977, only 0.8 percent made salaries of \$30,000 or more; in 1979, the figure increased to 2.4 percent. White males and white females in 1979 were both concentrated in the \$19,000 to \$24,999 range (37.8% and 42.2%, respectively). In 1977, although white males were concentrated in the \$19,000 to \$24,999 range, white females were largely represented one range lower, at the \$16,000 to \$18,999 range. Interestingly, in 1977, 21.5 percent of the white females received salaries in the \$19,000 to \$24,999 range, by 1979, this percentage had nearly doubled to 42.2 percent. Both ethnic minority males and females were concentrated in this \$19,000 to \$24,999 range in 1979. Minority males were also concentrated at this range in 1977, while minority females--as was the case with white females--were concentrated one range lower in 1977, at the \$16,000 to \$18,999 range.

In the Professional/Non-Faculty category statewide (nine-month contract), the data show an apparent anomaly in that 345 of the total 893 persons (38.6%) in this category in 1979 were in the "Below \$7,500" salary range. Since all data reported were for full-time employees only, it is difficult to imagine that number of persons making less than \$7,500 per year. However, this was also the case in 1977, when 46.0 percent were at this range. As shall be seen in the subsequent segmental sections, the majority of these low-paid professional staff were reported by the State University in both years. The largest concentration of Professional/Non-Faculty staff, regardless of sex or ethnicity in 1979, was at this lowest salary range, with a secondary concentration of males at the \$25,000 to \$29,999 range, and a secondary concentration of females at the \$19,000 to \$24,999 range. Ethnic minorities also evidenced a secondary concentration at the \$19,000 to \$24,999 range in 1979. Given the curious nature of these data, their accuracy seems highly questionable.

HIGHER EDUCATION STAFF INFORMATION (KEO-6) -- 1979

FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 11-MONTH CONTRACT

ALL PUBLIC SEGMENTS

ACTIVITY	GRAND TOTAL	MALE					FEMALE						
		TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL													
BELOW \$7,500 . . . . .	1	1	1	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999 . . . . .	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999 . . . . .	6	3	3	-	-	-	-	3	3	-	-	-	-
\$13,000 - 15,999 . . . . .	41	19	16	1	2	-	-	22	19	-	2	-	1
\$16,000 - 18,999 . . . . .	202	94	68	12	6	5	3	108	94	4	5	5	-
\$19,000 - 24,999 . . . . .	890	487	376	54	39	14	4	403	346	25	12	17	3
\$25,000 - 29,999 . . . . .	775	550	439	48	42	20	1	225	196	20	3	6	-
\$30,000 AND ABOVE . . . . .	3,410	2,901	2,543	148	137	57	16	509	423	49	15	18	4
TOTAL . . . . .	5,325	4,055	3,446	263	226	96	24	1,270	1,081	98	37	46	8
PERCENT . . . . .	100 0	76.2	64.7	4.9	4.2	1.8	.5	23.8	20.3	1.8	.7	.9	.2
FACULTY													
BELOW \$7,500 . . . . .	25	12	9	1	2	-	-	13	11	1	-	1	-
\$7,500 - 9,999 . . . . .	5	1	1	-	-	-	-	4	1	-	2	1	-
\$10,000 - 12,999 . . . . .	33	22	17	-	2	3	-	11	8	-	1	2	-
\$13,000 - 15,999 . . . . .	854	600	481	10	21	88	-	254	202	14	3	33	2
\$16,000 - 18,999 . . . . .	1,356	992	817	17	51	101	6	364	295	18	15	33	3
\$19,000 - 24,999 . . . . .	2,707	1,898	1,627	35	55	177	4	809	663	38	27	77	4
\$25,000 - 29,999 . . . . .	1,225	875	762	23	35	54	1	350	305	15	12	16	2
\$30,000 AND ABOVE . . . . .	3,143	2,764	2,539	29	66	121	9	379	337	18	9	15	-
TOTAL . . . . .	9,348	7,164	6,253	115	232	544	20	2,184	1,822	104	69	178	11
PERCENT . . . . .	100 0	76.6	66.9	1.2	2.5	5.8	.2	23.4	19.5	1.1	.7	1.9	.1
PROFESSIONAL NON-FACULTY													
BELOW \$7,500 . . . . .	24	15	13	-	2	-	-	9	9	-	-	-	-
\$7,500 - 9,999 . . . . .	9	5	4	-	1	-	-	4	4	-	-	-	-
\$10,000 - 12,999 . . . . .	100	28	19	2	4	3	-	72	57	6	7	2	-
\$13,000 - 15,999 . . . . .	1,630	518	382	31	35	63	7	1,112	886	53	43	128	2
\$16,000 - 18,999 . . . . .	4,672	1,081	808	75	73	113	12	3,591	2,832	160	127	457	15
\$19,000 - 24,999 . . . . .	6,645	2,383	1,832	156	138	245	12	4,262	3,378	214	128	525	17
\$25,000 - 29,999 . . . . .	1,926	1,147	939	59	49	93	7	779	636	41	20	74	8
\$30,000 AND ABOVE . . . . .	1,239	994	851	34	34	69	6	245	207	8	7	22	1
TOTAL . . . . .	16,245	6,171	4,848	357	336	586	44	10,074	8,009	482	332	1,208	43
PERCENT . . . . .	100.0	38.0	29.8	2.2	2.1	3.6	.3	62.0	49.3	3.0	2.0	7.4	.3
GRAND TOTAL	30,918	17,390	14,547	735	794	1,226	88	13,528	10,912	684	438	1,432	62
PERCENT	100 0	56.2	47.1	2.4	2.6	4.0	.3	43.8	35.3	2.2	1.4	4.6	.2

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1977

FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 11-MONTH CONTRACT

ALL PUBLIC SEGMENTS

ACTIVITY	GRAND TOTAL	MALE					FEMALE						
		WHITE (NON-HIS-PANIC)	BLACK (NON-HIS-PANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLAND-ER	AMER-ICAN INDIAN OR ALASKAN NATIVE	WHITE (NON-HIS-PANIC)	BLACK (NON-HIS-PANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLAND-ER	AMER-ICAN INDIAN OR ALASKAN NATIVE		
EXEC/ADMIN/MANAGERIAL													
BELOW \$7,500	3	3	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	1	1	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	19	8	1	1	-	-	11	8	2	1	-	-	-
\$13,000 - 15,999	61	38	5	3	2	-	23	22	1	-	-	-	-
\$16,000 - 18,999	353	174	14	11	6	-	179	163	9	4	3	-	-
\$19,000 - 24,999	622	378	44	31	18	1	244	218	15	3	8	-	-
\$25,000 - 29,999	789	600	36	32	10	4	189	163	15	4	6	1	1
\$30,000 AND ABOVE	2,040	1,824	86	71	30	10	216	179	26	1	6	4	4
TOTAL	3,888	3,026	186	149	66	15	862	753	65	15	24	5	5
PERCENT	100 0	77 8	4 8	3 8	1 7	0 4	22 2	19 4	1 7	0 4	0 6	0 1	0 1
FACULTY													
BELOW \$7,500	29	9	2	-	-	-	20	17	1	-	2	-	-
\$7,500 - 9,999	10	7	-	-	1	-	3	3	-	-	-	-	-
\$10,000 - 12,999	327	245	176	3	5	60	1	82	59	2	4	16	1
\$13,000 - 15,999	1,407	1,044	883	22	38	91	10	363	293	16	16	35	3
\$16,000 - 18,999	1,764	1,306	1,112	25	41	119	9	458	373	25	18	40	2
\$19,000 - 24,999	2,801	1,977	1,722	45	78	124	8	824	716	30	23	51	4
\$25,000 - 29,999	1,290	1,076	991	18	24	40	3	214	188	8	8	9	1
\$30,000 AND ABOVE	2,299	2,109	1,968	18	33	85	5	190	170	10	3	7	-
TOTAL	9,927	7,773	6,865	133	219	520	36	2,154	1,819	92	72	160	11
PERCENT	100 0	78 3	69 2	1 3	2 2	5 2	0 4	21 7	18 3	0 9	0 7	1 6	0 1
PROFESSIONAL NON-FACULTY													
BELOW \$7,500	15	10	-	-	-	-	5	5	-	-	-	-	-
\$7,500 - 9,999	11	4	-	-	-	-	7	5	-	-	-	1	1
\$10,000 - 12,999	705	208	159	14	13	21	1	497	393	22	18	63	1
\$13,000 - 15,999	3,981	1,014	770	66	74	91	13	2,967	2,355	148	123	328	13
\$16,000 - 18,999	5,002	1,454	1,101	107	99	140	7	3,548	2,809	179	111	436	13
\$19,000 - 24,999	4,402	2,469	2,012	117	130	195	15	1,933	1,593	94	47	190	9
\$25,000 - 29,999	977	751	650	27	25	46	3	226	195	12	5	12	2
\$30,000 AND ABOVE	597	520	474	16	13	14	3	77	70	1	1	5	-
TOTAL	15,690	6,430	5,180	347	354	507	42	9,260	7,425	456	305	1,035	39
PERCENT	100 0	41 0	33 0	2 2	2 3	3 2	0 3	59 0	47 3	2 9	1 9	6 6	0 2
GRAND TOTAL	29,505	17,229	14,655	666	722	1,093	93	12,276	9,997	613	392	1,219	55
PERCENT	100 0	58 4	49 7	2 3	2 4	3 7	0 3	41 6	33 9	2 1	1 3	4 1	0 2

HIGHER EDUCATION STAFF INFORMATION (HEO-6) -- 1979

FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 9-MONTH CONTRACT

ALL PUBLIC SEGMENTS

ACTIVITY	EXEC/ADMIN/MANAGERIAL	MALE				FEMALE				AMERICAN INDIAN OR ALASKAN NATIVE
		GRAND TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	ASIAN OR PACIFIC ISLANDER	HIS-PANIC	
BELOW \$7,500	..	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	..	1	-	-	-	-	-	-	-	-
\$10,000 - 12,999	..	4	3	-	-	-	-	-	-	-
\$13,000 - 15,999	..	3	1	-	-	-	-	-	-	-
\$16,000 - 18,999	..	20	10	7	2	-	-	-	-	-
\$19,000 - 24,999	..	54	35	30	2	1	1	19	14	2
\$25,000 - 29,000	..	72	57	54	1	1	1	15	11	-
\$30,000 AND ABOVE	....	154	106	95	4	1	2	48	39	3
TOTAL	..	100 0	68.8	61.7	2.6	6	1 3	31.2	25.3	1.9
PERCENT...	..									
BELOW \$7,500	..	24	11	10	-	1	-	13	12	-
\$7,500 - 9,999	..	27	3	3	-	-	-	24	15	-
\$10,000 - 12,999	..	73	22	19	1	1	1	51	35	3
\$13,000 - 15,999	..	309	137	121	7	2	-	172	142	10
\$16,000 - 18,999	..	2,265	1,252	1,025	62	65	6	1,013	850	46
\$19,000 - 24,999	..	10,558	7,207	6,073	310	360	45	3,351	2,777	220
\$25,000 - 29,999	..	10,296	7,831	7,099	192	246	28	2,465	2,146	140
\$30,000 AND ABOVE	..	7,788	6,887	6,407	83	271	22	901	829	23
TOTAL	..	31,340	23,350	20,757	655	871	102	7,990	6,806	453
PERCENT	...	100.0	74.5	66.2	2.1	2.8	3	25.5	21.7	1.4
BELOW \$7,500	..	345	188	135	7	37	2	157	126	2
\$7,500 - 9,999	..	7	2	1	1	-	-	5	5	-
\$10,000 - 12,999	..	30	9	7	1	1	-	21	18	-
\$13,000 - 15,999	..	56	16	10	1	1	-	40	28	8
\$16,000 - 18,999	..	69	26	20	1	1	-	43	27	5
\$19,000 - 24,999	..	170	88	52	9	14	1	82	57	9
\$25,000 - 29,999	..	191	116	94	9	11	1	75	59	10
\$30,000 AND ABOVE	..	25	19	18	-	1	-	6	5	1
TOTAL	..	893	464	337	29	42	4	429	325	35
PERCENT	..	100 0	52 0	37 7	3 2	4 7	4	48 0	36 4	3 9
BELOW \$7,500	..	32,387	23,920	21,189	688	917	1,018	8,467	7,170	490
\$7,500 - 9,999	..	100 0	73.9	65.4	2.1	2 8	3 1	26.1	22 1	1 5
\$10,000 - 12,999	..									
\$13,000 - 15,999	..									
\$16,000 - 18,999	..									
\$19,000 - 24,999	..									
\$25,000 - 29,999	..									
\$30,000 AND ABOVE	..									
TOTAL	..									
PERCENT	..									
BELOW \$7,500	..	345	188	135	7	37	2	157	126	2
\$7,500 - 9,999	..	7	2	1	1	-	-	5	5	-
\$10,000 - 12,999	..	30	9	7	1	1	-	21	18	-
\$13,000 - 15,999	..	56	16	10	1	1	-	40	28	8
\$16,000 - 18,999	..	69	26	20	1	1	-	43	27	5
\$19,000 - 24,999	..	170	88	52	9	14	1	82	57	9
\$25,000 - 29,999	..	191	116	94	9	11	1	75	59	10
\$30,000 AND ABOVE	..	25	19	18	-	1	-	6	5	1
TOTAL	..	893	464	337	29	42	4	429	325	35
PERCENT	..	100 0	52 0	37 7	3 2	4 7	4	48 0	36 4	3 9
BELOW \$7,500	..	32,387	23,920	21,189	688	917	1,018	8,467	7,170	490
\$7,500 - 9,999	..	100 0	73.9	65.4	2.1	2 8	3 1	26.1	22 1	1 5
\$10,000 - 12,999	..									
\$13,000 - 15,999	..									
\$16,000 - 18,999	..									
\$19,000 - 24,999	..									
\$25,000 - 29,999	..									
\$30,000 AND ABOVE	..									
TOTAL	..									
PERCENT	..									

HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977

FULL-TIME STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 9-MONTH CONTRACT

ALL PUBLIC SEGMENTS

ACTIVITY	GRAND TOTAL	MALE						FEMALE						AMER- ICAN INDIAN OR ALASKAN NATIVE
		TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER		
EXEC/ADMIN/MANAGERIAL	1	0	0	0	0	0	0	1	1	0	0	0	0	
	2	2	2	0	0	0	0	0	0	0	0	0	0	
	1	0	0	0	0	0	0	1	0	0	1	0	0	
	6	3	3	0	0	0	0	3	2	0	1	0	0	
	3	2	2	0	0	0	0	1	1	0	0	0	0	
	34	22	18	1	3	0	0	12	10	2	0	0	0	
	59	41	38	2	0	0	1	18	15	0	2	1	0	
	32	26	24	0	0	1	1	6	4	1	0	1	0	
	138	96	87	3	3	1	2	42	33	3	4	2	0	
	100%	69.6%	63.0%	2.2%	2.2%	0.7%	1.4%	30.4%	23.9%	2.2%	2.9%	1.4%	0	
FACULTY	221	122	97	1	22	2	0	99	69	2	27	27	0	
	68	27	24	0	1	1	1	41	34	2	1	1	1	
	190	61	53	5	3	0	0	129	107	10	5	7	0	
	1,911	1,059	855	55	87	52	10	852	682	58	61	44	7	
	5,903	3,852	3,207	181	247	192	25	2,051	1,698	140	111	91	11	
	13,529	10,144	9,059	275	351	416	43	3,385	2,937	187	128	116	17	
	9,025	7,556	7,044	131	146	215	20	1,469	1,328	57	31	52	1	
	1,032	994	929	9	17	37	2	38	36	1	1	0	0	
	31,879	23,815	21,268	657	874	915	101	8,064	6,891	457	365	314	37	
	100%	74.7%	66.7%	2.1%	2.7%	2.9%	0.3%	25.3%	21.6%	1.4%	1.1%	1.0%	0.1%	
PROFESSIONAL NON-FACULTY	411	226	177	6	15	25	3	185	144	1	17	21	2	
	3	1	1	0	0	0	0	2	1	0	0	1	0	
	64	26	22	3	1	1	0	38	31	4	3	0	0	
	85	37	27	2	3	2	1	48	34	3	4	6	1	
	71	29	15	4	6	3	1	42	30	4	2	6	0	
	162	82	67	6	8	1	0	80	62	12	2	4	0	
	94	64	55	3	5	2	0	30	26	2	1	1	0	
	3	1	1	0	0	0	0	2	1	1	0	0	0	
	893	466	365	24	38	34	5	427	329	27	29	39	3	
	100%	52.2%	40.9%	2.7%	4.2%	3.8%	0.6%	47.8%	36.8%	3.0%	3.2%	4.4%	0.3%	
GRAND TOTAL	32,910	24,377	21,720	684	915	950	108	8,533	7,253	487	398	355	40	
PERCENT	100%	74.1%	66.0%	2.1%	2.8%	2.9%	0.3%	25.9%	22.0%	1.5%	1.2%	1.1%	0.1%	

### Full-Time Faculty by Tenure Status and Rank

Of the full-time faculty statewide in 1979, 70.9 percent were tenured, as contrasted with 66.8 percent in 1977. Males constituted 77.3 percent of the tenured faculty in 1979, a slight decrease from 78.2 percent in 1977. Females constituted 22.7 percent of the tenured faculty in 1979, as compared to 21.8 percent in 1977. White males comprised 69.4 percent of the tenured faculty in 1979, again a slight decrease from 70.9 percent in 1977. White females made up 19.5 percent of this category in 1979, as compared to 19.0 percent in 1977. Ethnic minority males were 7.9 percent of the tenured faculty in 1979, as compared to 7.3 percent in 1977. Ethnic minority females constituted 3.2 percent of the tenured faculty statewide in 1979, in 1977, the figure was 2.8 percent. Thus in 1979, the tenured faculty was still predominantly male and predominantly white, although there have been slight increases for women and ethnic minorities.

Faculty who are not yet tenured but are "on-track" for tenure constituted 9.2 percent of the faculty statewide in 1979; in 1977, the figure was 11.5 percent. Of the on-track group, males comprised 67.3 percent in 1979, up from 65.7 percent in 1977. Women constituted 32.7 percent of the on-track for tenure faculty in 1979, while they were 34.3 percent of this group in 1977. In 1979, ethnic minority males were 10.7 percent of the on-track faculty; in 1977, they were 11.2 percent of this group. Ethnic minority females comprised 6.1 percent of the on-track group in 1979, while they were 6.9 percent in 1977. Thus, both females and ethnic minorities showed increases in the tenured faculty ranks in both numbers and proportions from 1977 to 1979, and decreases in the on-track for tenure category. While this could indicate that there has been a movement of women and minority faculty from the on-track ranks into the ranks of fully tenured faculty, it could also indicate an increase in separations of women and minority faculty from the on-track for tenure faculty ranks. (See the segmental sections on "New Hires, Promotions, and Separations.")

The full-time "Other Faculty" category includes such persons as visiting faculty, faculty on short-term contracts, Agricultural and Cooperative Extension faculty, and librarians. The largest number of faculty in this category are found in the University (6,745 of the 8,170 statewide total "Other" faculty in 1979). In 1979, males constituted 70.0 percent of the Other Faculty category, compared to 71.8 percent in 1977. Women comprised 30.0 percent of the Other Faculty category in 1979, while they were 28.2 percent of this category in 1977. Ethnic minority males constituted 10.1 percent of the Other Faculty category in 1979, up from 9.9 percent in 1977. In 1979, ethnic minority females comprised 4.7 percent of the Other Faculty, which was the same percentage they held in 1977.

Of all male, full-time faculty statewide in 1979, 73.1 percent were tenured, as compared to 64.2 percent of all women faculty. In 1977, the figures for men and women faculty were 69.3 percent and 59.1 percent, respectively. Of the ethnic minority male faculty statewide in 1979, 65.1 percent were tenured, compared to 58.7 percent in 1977. In 1979, 60.5 percent of ethnic minority female faculty were tenured, as compared to 50.4 percent in 1977. Thus, while the tenured faculty is still predominantly white and male, gains in tenure status have been made by both women and ethnic minorities over the two-year period. The greatest increase to tenured status occurred for female ethnic minorities.

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

FULL-TIME FACULTY BY TENURE STATUS AND RANK

ALL PUBLIC SEGMENTS

TENURE STATUS/RANK TENURED	GRAND TOTAL	MALE					FEMALE					
		WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	
PROFESSORS . . . . .	10,231	8,411	99	134	461	22	1,104	1,014	30	19	40	1
ASSOCIATE PROFESSORS . . . . .	4,762	3,296	115	147	174	16	1,014	895	36	37	42	4
ASSISTANT PROFESSORS . . . . .	680	330	33	31	14	9	263	208	29	12	12	2
INSTRUCTORS . . . . .	12,760	7,826	331	419	191	40	3,953	3,332	252	193	163	13
LECTURERS . . . . .	133	67	4	5	7	1	49	41	2	2	3	1
OTHER FACULTY . . . . .	454	202	11	27	8	1	205	155	27	17	3	3
TOTAL . . . . .	29,020	20,132	593	763	855	89	6,588	5,645	376	280	263	24
PERCENT . . . . .	100.0	69.4	2.0	2.6	2.9	3	22.7	19.5	1.3	1.0	9	.1
NON-TENURED ON TRACK												
PROFESSORS . . . . .	112	83	3	5	7	-	14	12	1	1	-	-
ASSOCIATE PROFESSORS . . . . .	348	236	7	13	32	4	56	40	4	7	5	-
ASSISTANT PROFESSORS . . . . .	2,303	1,370	63	85	93	9	683	571	35	31	38	8
INSTRUCTORS . . . . .	914	407	13	36	20	4	434	343	29	31	24	7
LECTURERS . . . . .	3	-	-	-	-	-	3	3	-	-	-	-
OTHER FACULTY . . . . .	74	28	-	7	1	1	37	29	2	4	2	-
TOTAL . . . . .	3,754	2,124	86	146	153	18	1,227	998	71	74	69	15
PERCENT . . . . .	100.0	56.6	2.3	3.9	4.1	.5	32.7	26.6	1.9	2.0	1.8	4
OTHER												
PROFESSORS . . . . .	1,158	857	16	11	46	2	226	211	4	2	7	2
ASSOCIATE PROFESSORS . . . . .	1,057	598	9	20	71	3	356	300	10	10	35	1
ASSISTANT PROFESSORS . . . . .	2,064	1,179	23	54	147	1	660	566	25	23	43	3
INSTRUCTORS . . . . .	432	199	9	12	14	-	198	161	17	9	10	1
LECTURERS . . . . .	575	309	8	20	17	-	221	190	9	9	12	1
OTHER FACULTY . . . . .	2,884	1,751	39	81	216	9	788	634	50	24	77	3
TOTAL . . . . .	8,170	4,893	104	198	511	15	2,449	2,062	115	77	184	11
PERCENT . . . . .	100.0	59.9	1.3	2.4	6.3	2	30.0	25.2	1.4	9	2.3	.1
GRAND TOTAL . . . . .	40,944	27,149	783	1,107	1,519	122	10,264	8,705	562	431	516	50
PERCENT . . . . .	100.0	66.3	1.9	2.7	3.7	3	25.1	21.3	1.4	1.1	1.3	.1



# HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977

## FULL-TIME FACULTY BY STATUS AND RANK

ALL PUBLIC SEGMENTS													
		MALE					FEMALE						
		WHITE (NON-HIS-PANIC)		BLACK (NON-HIS-PANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NON-HIS-PANIC)		BLACK (NON-HIS-PANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
TENURE STATUS/RANK	GRAND TOTAL	TOTAL						TOTAL					
TENURED													
PROFESSORS	9,079	8,186	7,612	76	106	375	17	893	832	18	11	30	2
ASSOCIATE PROFESSORS	5,417	4,360	3,905	104	126	209	16	1,057	950	43	30	30	4
ASSISTANT PROFESSORS	868	551	457	32	37	18	7	317	270	21	12	14	0
INSTRUCTORS	12,271	8,610	7,737	291	380	164	38	3,661	3,146	212	159	132	12
LECTURERS	125	83	70	3	4	5	1	42	38	2	1	1	0
OTHER FACULTY	427	255	213	12	21	8	1	172	127	25	7	12	1
TOTAL	28,187	22,045	19,994	518	674	779	80	6,142	5,363	321	220	219	19
PERCENT	100%	78.2%	70.9%	1.8%	2.4%	2.8%	0.3%	21.8%	19.0%	1.1%	0.8%	0.8%	0.1%
NON-TENURED ON TRACK													
PROFESSORS	75	65	59	0	3	2	1	10	9	1	0	0	0
ASSOCIATE PROFESSORS	358	286	221	16	19	24	6	72	57	7	5	3	0
ASSISTANT PROFESSORS	2,755	1,990	1,683	85	114	98	10	765	628	48	41	39	9
INSTRUCTORS	1,557	807	658	48	62	36	3	750	591	62	52	38	7
LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER FACULTY	124	52	36	4	7	4	1	72	46	14	7	5	0
TOTAL	4,869	3,200	2,657	153	205	164	21	1,669	1,331	132	105	85	16
PERCENT	100%	65.7%	54.6%	3.1%	4.2%	3.4%	0.4%	34.3%	27.3%	2.7%	2.2%	1.7%	0.3%
OTHER													
PROFESSORS	1,092	898	819	18	12	48	1	194	171	5	7	9	2
ASSOCIATE PROFESSORS	1,075	702	598	10	21	70	3	373	325	9	8	31	0
ASSISTANT PROFESSORS	2,195	1,514	1,265	26	70	146	7	681	576	28	31	43	3
INSTRUCTORS	820	452	379	12	46	10	5	368	289	16	45	17	1
LECTURERS	560	350	306	7	13	22	2	210	180	7	7	12	4
OTHER FACULTY	3,424	2,667	2,313	58	71	205	20	757	613	46	26	69	3
TOTAL	9,166	6,583	5,680	131	233	501	38	2,583	2,154	111	124	181	13
PERCENT	100%	71.8%	62.0%	1.4%	2.5%	5.5%	0.4%	28.2%	23.5%	1.2%	1.4%	2.0%	0.1%
GRAND TOTALS	42,222	31,828	28,331	802	1,112	1,444	139	10,394	8,848	564	449	485	48
PERCENT	100%	75.4%	67.1%	1.9%	2.6%	3.4%	0.3%	24.6%	21.0%	1.3%	1.1%	1.1%	0.1%

## New Hires, Promotions, and Separations

One of the ways of measuring the progress of segmental affirmative action programs in increasing the representation of women and ethnic minorities in the top three occupational categories, is to compare the percentages of women and minorities who are hired or promoted into those categories, and the percentages of those released or separated from those categories, with the 1977 percentage representation of women and minorities in the categories of Executive/Administrative/Managerial, Faculty, and Professional/Non-Faculty. However, using 1977 as the base year, as requested in AB 105, presents some problems. As discussed previously, due to its personnel reclassification situation, the State University moved some 900 persons from the Professional/Non-Faculty classification into the Executive classification. This problem affects not only the State University's data, but also the data for "All Public Segments" since that includes the State University. Consequently, the following discussion is limited to the Faculty category.

Of the 28,187 tenured faculty statewide in 1977, 21.8 percent were women. During the ensuing two-year period from 1977 to 1979, 768 faculty were hired to tenured positions, 31.5 percent of whom were women. From 1977 to 1979, 21.9 percent of the 2,914 promotions to or within the tenured faculty ranks went to women. However, during the two-year period, women accounted for 27.3 percent of the 2,085 separations from the tenured faculty class.

Ethnic minority women held 2.8 percent of the tenured faculty positions statewide in 1977. Between 1977 and 1979, they accounted for 7.9 percent of the new hires into the tenured ranks, 2.5 percent of the promotions to or within that rank, and 2.5 percent of the separations from the tenured ranks.

In 1977, ethnic minority males constituted 7.3 percent of the tenured faculty statewide. In the ensuing two-year period, 11.1 percent of those hired into the tenured faculty ranks were minority males; 8.5 percent of those promoted to or within that rank were minority males; and 4.1 percent of those separated from the tenured ranks were ethnic minority males.

Of the 4,869 faculty who were non-tenured, but on track for tenure statewide in 1977, 34.3 percent were women. During the period from 1977 to 1979, women constituted 37.2 percent of the 2,298 new hires to the on-track classification, 31.8 percent of the 154 promotions to or within this category, and 31.2 percent of the 1,000 separations from the on-track for tenure faculty.

In 1977, ethnic minority females comprised 6.9 percent of the on-track for tenure classification. During the following two years, ethnic minority females accounted for 6.4 percent of the new hires, 5.2 percent of the promotions, and 6.2 percent of the separations from the on-track for tenure classification.

Ethnic minority males, who had constituted 11.2 percent of the non-tenured but on-track for tenure classification in 1977, accounted for 10.7 percent of the new hires, 11.7 percent of the promotions, and 12.0 percent of the separations from the on-track classification over the two-year period from 1977 to 1979.

Of the 9,166 "Other" faculty (not eligible for tenure) statewide in 1977, 28.2 percent were women. During the period from 1977 to 1979, women accounted for 32.0 percent of the 5,004 new hires into the "Other" faculty classification, 42.7 percent of the 372 promotions to or within this class, and 30.2 percent of the 4,065 separations from the "Other" faculty ranks.

Ethnic minority women, who accounted for 4.7 percent of the "Other" faculty in 1977, accounted for 5.7 percent of the new hires, 8.3 percent of the promotions, and 5.3 percent of the separations from the "Other" faculty ranks during the period from 1977 to 1979.

Ethnic minority males comprised 9.9 percent of the "Other" faculty category in 1977. During the following two years, minority men accounted for 11.9 percent of the new hires, 7.5 percent of the promotions, and 12.2 percent of the separations from this class.

Generally speaking, the picture of new hires, promotions, and separations of women and ethnic minorities in the faculty ranks statewide has been a mixed one. While women and minorities, in some categories, have been hired and promoted at rates above their percentage representation in the specific category in 1977, they are also often separated from the various categories at rates above their representation. Whether this indicates a "revolving door" situation for women and minorities (more hired and promoted, but also more separated, either voluntarily or involuntarily), cannot be determined at this time. Hopefully, the 1982 report, with data on new hires, promotions, and separations from Fall 1979 to Fall 1981, will give us a better picture of the trends in this critical area of recruitment and retention of women and minorities in public higher education.

FULL-TIME STAFF  
NEW HIRES  
FALL 1977 TO FALL 1979

TOTAL FOR ALL PUBLIC SEGMENTS

OCCUPATIONAL CATEGORY	M A L E S										F E M A L E S										FIL- AMER		
	TOTAL STAFF	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	IPINO	AMER INDIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	IPINO	AMER INDIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	IPINO	AMER INDIAN	TOTAL
EXECUTIVE/ADMINISTRATIVE	707	490	401	38	26	18	2	5	217	166	23	9	15	1	3	217	166	23	9	15	1	3	217
TOTAL	707	490	401	38	26	18	2	5	217	166	23	9	15	1	3	217	166	23	9	15	1	3	217
PERCENT	100.0	69.3	56.7	5.4	3.7	2.5	.3	.7	30.7	23.5	3.3	1.3	2.1	.1	.4	30.7	23.5	3.3	1.3	2.1	.1	.4	30.7
TENURED FACULTY	284	245	218	2	7	17	-	1	39	34	2	2	1	-	-	39	34	2	2	1	-	-	39
PROFESSOR	147	115	92	8	6	9	-	-	32	26	4	1	-	-	-	32	26	4	1	-	-	-	32
ASSOCIATE PROFESSOR	33	22	13	5	1	2	-	1	11	3	6	1	1	-	-	11	3	6	1	1	-	-	11
ASSISTANT PROFESSOR	266	126	105	4	15	2	-	-	140	105	9	18	6	-	2	140	105	9	18	6	-	2	140
INSTRUCTOR	30	15	12	-	1	1	1	-	15	8	1	3	2	-	1	15	8	1	3	2	-	1	15
LECTURER	8	3	1	1	1	-	-	-	5	.5	-	-	-	-	-	5	.5	-	-	-	-	-	5
OTHER RANK	768	526	441	20	31	31	1	2	242	181	22	25	10	-	4	242	181	22	25	10	-	4	242
TOTAL	100.0	68.5	57.4	2.6	4.0	4.0	.1	.3	31.5	23.6	2.9	3.3	1.3	-	.5	31.5	23.6	2.9	3.3	1.3	-	.5	31.5
PERCENT	100.0	68.5	57.4	2.6	4.0	4.0	.1	.3	31.5	23.6	2.9	3.3	1.3	-	.5	31.5	23.6	2.9	3.3	1.3	-	.5	31.5
NON-TENURED FACULTY	94	81	67	1	8	5	-	-	13	13	-	-	-	-	-	13	13	-	-	-	-	-	13
PROFESSOR	220	182	146	7	9	17	2	1	38	31	2	4	1	-	-	38	31	2	4	1	-	-	38
ASSOCIATE PROFESSOR	1106	740	617	24	48	44	1	6	366	299	15	24	22	1	5	366	299	15	24	22	1	5	366
ASSISTANT PROFESSOR	802	416	344	10	38	20	2	2	386	321	23	15	20	4	3	386	321	23	15	20	4	3	386
INSTRUCTOR	6	-	-	-	-	-	-	-	6	4	-	1	1	-	-	6	4	-	1	1	-	-	6
LECTURER	70	25	23	-	2	-	-	-	45	38	2	4	1	-	-	45	38	2	4	1	-	-	45
OTHER RANK	2298	1444	1197	42	105	86	5	9	854	706	42	48	45	5	8	854	706	42	48	45	5	8	854
TOTAL	100.0	62.8	52.1	1.8	4.6	3.7	.2	.4	37.2	30.7	1.8	2.1	2.0	-	.3	37.2	30.7	1.8	2.1	2.0	-	.3	37.2
PERCENT	100.0	62.8	52.1	1.8	4.6	3.7	.2	.4	37.2	30.7	1.8	2.1	2.0	-	.3	37.2	30.7	1.8	2.1	2.0	-	.3	37.2
OTHER FACULTY	616	569	512	9	11	32	1	4	47	38	2	3	4	-	-	47	38	2	3	4	-	-	47
PROFESSOR	698	600	494	16	29	54	3	4	98	86	4	4	4	-	-	98	86	4	4	4	-	-	98
ASSOCIATE PROFESSOR	1895	1198	948	44	126	71	1	8	697	585	21	64	21	3	3	697	585	21	64	21	3	3	697
ASSISTANT PROFESSOR	850	400	321	16	44	12	2	5	450	359	21	46	14	5	5	450	359	21	46	14	5	5	450
INSTRUCTOR	85	42	30	-	5	6	1	-	43	33	1	6	3	-	-	43	33	1	6	3	-	-	43
LECTURER	860	595	504	7	30	53	1	-	265	216	11	13	24	-	1	265	216	11	13	24	-	1	265
OTHER RANK	5004	3404	2809	92	245	228	9	21	1600	1317	60	136	70	8	9	1600	1317	60	136	70	8	9	1600
TOTAL	100.0	68.0	56.1	1.8	4.9	4.6	.2	.4	32.0	26.3	1.2	2.7	1.4	2	2	32.0	26.3	1.2	2.7	1.4	2	2	32.0
PERCENT	100.0	68.0	56.1	1.8	4.9	4.6	.2	.4	32.0	26.3	1.2	2.7	1.4	2	2	32.0	26.3	1.2	2.7	1.4	2	2	32.0
PROFESSIONAL NON-FACULTY	5974	2143	1612	170	144	185	9	23	3831	3108	171	140	383	6	23	3831	3108	171	140	383	6	23	3831
ASSOCIATE PROFESSOR	5974	2143	1612	170	144	185	9	23	3831	3108	171	140	383	6	23	3831	3108	171	140	383	6	23	3831
ASSISTANT PROFESSOR	100.0	35.9	27.0	2.8	2.4	3.1	.2	.4	64.1	52.0	2.9	2.3	6.4	1	.4	64.1	52.0	2.9	2.3	6.4	1	.4	64.1
TOTAL	100.0	35.9	27.0	2.8	2.4	3.1	.2	.4	64.1	52.0	2.9	2.3	6.4	1	.4	64.1	52.0	2.9	2.3	6.4	1	.4	64.1
PERCENT	100.0	35.9	27.0	2.8	2.4	3.1	.2	.4	64.1	52.0	2.9	2.3	6.4	1	.4	64.1	52.0	2.9	2.3	6.4	1	.4	64.1
GRAND TOTAL	14751	8007	6460	362	551	548	26	60	6744	5478	318	358	523	20	47	6744	5478	318	358	523	20	47	6744
PERCENT	100.0	54.3	43.8	2.5	3.7	3.7	.2	.4	45.7	37.1	2.2	2.4	3.5	1	.3	45.7	37.1	2.2	2.4	3.5	1	.3	45.7

FULL-TIME STAFF  
PROMOTIONS  
FALL 1977 TO FALL 1979

TOTAL FOR PUBLIC SEGMENTS

OCCUPATIONAL CATEGORY	TOTAL STAFF	M A L E S					F E M A L E S					FIL- AMER				
		TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN
EXECUTIVE/ADMINISTRATIVE																
WITHIN CLASS																
TO CLASS																
TOTAL	573	345	273	31	29	7	4	228	198	15	6	7				2
PERCENT	317	171	132	19	14	2	2	146	123	9	8	6				-
	890	516	405	50	43	9	6	374	321	24	14	13				2
	100 0	58 0	45 5	5 6	4 8	1 0	3	42 0	36 1	2 7	1 6	1 5				2
TENURED FACULTY																
TO PROFESSOR	1635	1360	1227	17	30	78	2	6	275	9	5	7				2
TO ASSOCIATE PROFESSOR	1182	859	752	30	40	30	1	6	323	14	13	14				2
TO ASSISTANT PROFESSOR	77	40	32	1	6	1	-	37	32	-	4	1				-
TO INSTRUCTOR	2	2	2	-	-	-	-	-	-	-	-	-				-
TO LECTURER	1	1	-	-	1	-	-	-	-	-	-	-				-
TO OTHER RANK	17	14	14	-	-	-	-	3	3	-	-	-				-
TOTAL	2914	2276	2027	48	77	109	3	12	638	23	22	22				4
PERCENT	100 0	78 1	69 6	1 6	2 6	3 7	1	4	21 9	8	8	8				1
NON-TENURED FACULTY																
TO PROFESSOR	12	12	9	-	-	2	-	1	-	-	-	-				-
TO ASSOCIATE PROFESSOR	108	75	62	2	4	6	1	33	28	3	-	2				-
TO ASSISTANT PROFESSOR	15	10	8	1	-	1	-	5	4	1	-	-				-
TO INSTRUCTOR	10	6	6	-	-	-	-	4	4	-	-	-				-
TO LECTURER	5	2	2	-	-	-	-	3	2	1	-	-				-
TO OTHER RANK	4	-	-	-	-	-	-	4	3	-	1	-				-
TOTAL	154	105	87	3	4	9	1	49	41	5	1	2				-
PERCENT	100 0	68 2	56 5	1 9	2 6	5 8	6	31 8	26 6	3 2	6	1 3				-
OTHER FACULTY																
TO PROFESSOR	31	27	25	-	1	1	-	4	3	-	-	-				1
TO ASSOCIATE PROFESSOR	54	41	38	1	2	-	-	13	9	-	3	1				-
TO ASSISTANT PROFESSOR	3	2	2	-	-	-	-	1	1	-	-	-				-
TO INSTRUCTOR	44	19	15	3	-	1	-	25	14	8	2	1				-
TO LECTURER	-	-	-	-	-	-	-	-	-	-	-	-				-
TO OTHER RANK	240	124	105	4	3	12	-	116	101	3	4	7				1
TOTAL	372	213	185	8	6	14	-	159	128	11	9	9				2
PERCENT	100 0	57 3	49 7	2 2	1 6	3 8	-	42 7	34 4	3 0	2 4	2 4				5
PROFESSIONAL NON-FACULTY																
WITHIN CLASS																
TO CLASS	2830	976	776	51	56	89	3	1	1854	74	71	204				5
TOTAL	739	242	195	7	15	23	2	-	497	26	17	80				4
PERCENT	3569	1218	971	58	71	112	5	1	2351	100	88	284				9
	100 0	34 1	27 2	1 6	2 0	3 1	1	-	65 9	2 8	2 5	8 0				3
GRAND TOTAL	7899	4328	3675	167	201	253	12	20	3571	163	134	330				17
PERCENT	100 0	54 8	46 5	2 1	2 5	3 2	2	3	45 2	2 1	1 7	4 2				2

FULL-TIME STAFF  
SEPARATIONS  
FALL 1977 TO FALL 1979

TOTAL FOR ALL PUBLIC SEGMENTS

OCCUPATIONAL CATEGORY	TOTAL STAFF	M A L E S					F E M A L E S					F E M A L E S				
		TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMER INDIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMER INDIAN	
EXECUTIVE/ADMINISTRATIVE																
TOTAL	838	606	536	29	29	10	1	1	232	198	12	10	9	1	2	
PERCENT	838	606	536	29	29	10	1	1	232	198	12	10	9	1	2	
	100 0	72 3	64 0	3 5	3 5	1 2	1	1	27 7	23 6	1 4	1 2	1 1	1	2	
TENURED FACULTY																
PROFESSOR	815	695	667	5	5	18	-	-	120	114	1	2	3	-	-	
ASSOCIATE PROFESSOR	307	229	211	8	5	4	1	-	78	68	5	3	2	-	-	
ASSISTANT PROFESSOR	88	45	39	-	2	3	-	-	43	41	-	1	-	-	-	
INSTRUCTOR	777	484	454	9	18	3	-	-	293	265	7	13	7	-	1	
LECTURER	57	40	39	-	1	-	-	-	17	15	-	1	-	-	1	
OTHER RANK	41	22	19	-	1	1	-	-	19	15	3	1	-	-	-	
TOTAL	2085	1515	1429	22	32	29	1	2	570	518	16	21	13	-	2	
PERCENT	100 0	72 7	68 5	1 1	1 5	1 4	-	1	27 3	24 8	8	1 0	6	-	1	
NON-TENURED FACULTY																
PROFESSOR	23	16	12	-	4	-	-	-	7	4	1	2	-	-	-	
ASSOCIATE PROFESSOR	418	324	280	15	14	13	1	1	94	76	8	5	5	-	-	
ASSISTANT PROFESSOR	382	264	206	21	18	17	-	2	118	92	14	5	5	-	2	
INSTRUCTOR	156	74	60	4	9	1	-	-	82	69	6	4	2	1	-	
LECTURER	3	2	2	-	-	-	-	-	1	1	-	-	-	-	-	
OTHER RANK	18	8	8	-	-	-	-	-	10	8	1	-	1	-	-	
TOTAL	1000	688	568	40	45	31	1	3	312	250	30	16	13	1	2	
PERCENT	100 0	68 8	56 8	4 0	4 5	3 1	1	3	31 2	25 0	3 0	1 6	1 3	1	2	
OTHER FACULTY																
PROFESSOR	518	471	421	7	14	26	-	3	47	40	1	3	2	-	1	
ASSOCIATE PROFESSOR	554	480	401	13	21	41	1	3	74	59	6	5	4	-	-	
ASSISTANT PROFESSOR	1605	1028	813	40	102	68	-	5	577	472	21	55	23	5	1	
INSTRUCTOR	523	251	195	13	29	6	3	5	272	221	19	24	5	-	3	
LECTURER	73	32	25	-	3	4	-	-	41	34	2	4	1	-	-	
OTHER RANK	792	574	485	1	31	57	-	-	218	186	11	7	13	-	1	
TOTAL	4065	2836	2340	74	200	202	4	16	1229	1012	60	98	48	5	6	
PERCENT	100 0	69 8	57 6	1 8	4 9	5 0	1	4	30 2	24 9	1 5	2 4	1 2	1	1	
PROFESSIONAL NON-FACULTY																
TOTAL	5857	2115	1703	126	124	141	8	13	3742	3068	161	122	370	7	14	
PERCENT	5857	2115	1703	126	124	141	8	13	3742	3068	161	122	370	7	14	
	100 0	36 1	29 1	2 2	2 1	2 4	1	2	63 9	52 4	2 7	2 1	6 3	1	2	
GRAND TOTAL	13845	7760	6576	291	430	413	15	35	6085	5046	279	267	453	14	26	
PERCENT	100 0	56 0	47 5	2 1	3 1	3 0	1	3	44 0	36 4	2 0	1 9	3 3	1	2	

## SECTION II

### CALIFORNIA COMMUNITY COLLEGES

#### Classification/Occupational Activity

The California Community Colleges in 1979 employed 35,028 persons on a full-time basis, as compared to 36,372 in 1977, a 3.7 percent decrease. Of the full-time employees, over half (55.5%) were men in 1979, a slight decrease from 1977 (56.3%). Women were most likely to be employed in the Secretarial/Clerical classification in 1979, as they were in 1977. Men, especially white males, were most likely to be employed in the Faculty classification in both years. Ethnic minority males, on the other hand, were most likely to be employed in the Service/Maintenance class in 1979, as they were in 1977. Ethnic minority women, like white women, were most likely to be found in the Secretarial/Clerical category in 1979, as they were in 1977.

The number of persons employed in the Executive/Administrative/Managerial classification in the Community Colleges increased from 2,384 in 1977 to 2,480 in 1979. The Executive/Administrative/Managerial classification in the Community Colleges in 1979 was predominantly male (78.4%), a slight decrease from 1977 (80.3%). White males comprised 64.7 percent of the Executive staff in 1979, a decrease from 67.7 percent in 1977. In contrast, ethnic minority males increased their percentage of the Executive category, from 12.5 percent in 1977 to 13.7 percent in 1979. Although the total number of men in the Executive category increased slightly over the two-year period, this increase was due primarily to increases in the numbers of ethnic minority males, since the number of white males decreased. Hispanic males were represented in larger proportions in the Community Colleges' Executive staff than any other ethnic males in 1979; this is a change from 1977, when Black males held the largest proportion of minority males in the Executive class. Women held 21.6 percent of the Executive/Administrative positions in the Community Colleges in 1979, an increase from 19.7 percent in 1977. Both white women and ethnic minority women increased their relative percentages in the Executive category, white women from 16.3 percent in 1977 to 17.2 percent in 1979, and minority women from 3.4 percent in 1977 to 4.4 percent in 1979. Black women were the best represented group among minority women in the Executive category in 1979, as was the case in 1977.

The number of persons in the Faculty category in the Community Colleges declined by 967 persons over the two-year period. Men held a steady two-thirds share of all Faculty positions (67.3% in both 1977 and 1979), while the percentage of white males declined slightly (from 60.0% in 1977 to 59.5% in 1979). Minority males increased their percentage of Faculty positions from 7.3 percent in 1977 to 7.8

percent in 1979, with Hispanic males holding the largest percentage of positions of any male minority group. Women also held a steady share of the Faculty positions over the two years, at 32.7 percent, with the percentage of white females declining slightly from 27.4 percent in 1977 to 27.2 percent in 1979. Minority females increased their percentage of the Faculty classification from 5.3 percent in 1977 to 5.5 percent in 1979. In both years, Black women held the greatest percentage of Faculty positions among minority women.

The size of the Professional/Non-Faculty classification in the Community Colleges increased from 1977 to 1979 (from 1,168 to 1,381). Of the three top professional classifications at the Community Colleges, women were best represented (in terms of their proportion of the class) in the Professional/Non-Faculty category, where they held 45.8 percent of the positions in 1979, up from 43.7 percent in 1977. Both white and minority women increased their percentages in the Professional/Non-Faculty category, white women from 33.3 percent in 1977 to 35.3 percent in 1979, and minority women from 10.4 percent to 10.5 percent. Among minority women, Asians were the best represented group in the Professional/Non-Faculty category in 1979, a change from 1977 when Black women were the best represented. The percentage of males in the Professional/Non-Faculty class decreased over the two-year period, from 56.3 percent in 1977 to 54.2 percent in 1979. The representation of white males in particular declined, from 42.9 percent in 1977 to 39.4 percent in 1979. Ethnic minority males increased their percentage of the Professional/Non-Faculty category, from 13.4 percent in 1977 to 14.8 percent in 1979. Hispanic men were represented to a greater extent than any other group of minority males in this class in both 1977 and 1979.



# HIGHER EDUCATION STAFF INFORMATION (EO-6) -- 1979

## FULL-TIME STAFF BY OCCUPATIONAL ACTIVITY

### CALIFORNIA COMMUNITY COLLEGES

		MALE						FEMALE					
		GRAND TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
ACTIVITY													
EXEC/ADMIN/MANAGERIAL PERCENT.		2,480 100 0	1,945 78 4	1,605 64 7	138 5 6	141 5 7	47 1 9	14 6	427 17 2	57 2 3	21 8	25 1 0	5 2
FACULTY PERCENT		15,954 100 0	10,731 67 3	9,492 59 5	397 2 5	548 3 4	239 1 5	55 3	4,346 27 2	370 2 3	272 1 7	211 1 3	24 2
PROFESSIONAL/NON-FACULTY PERCENT		1,381 100.0	748 54 2	544 39.4	58 4.2	84 6 1	58 4 2	4 .3	488 35.3	44 3 2	41 3 0	59 4 3	1 1
SECRETARIAL/CLERICAL PERCENT		7,558 100 0	491 6 5	284 3 8	88 1 2	64 8	46 6	9 .1	5,347 70.7	630 8 3	652 8.6	400 5 3	38 5
TECHNICAL/PARAPROFESSIONAL PERCENT.		2,427 100 0	1,250 51 5	987 40 7	82 3 4	116 4 8	55 2 3	10 .4	939 38 7	55 2 3	105 4 3	67 2 8	11 .5
SKILLED CRAFTS PERCENT		830 100 0	789 95 1	629 75 8	42 5 1	74 8 9	27 3 3	17 2 0	38 4 6	-	-	3 4	-
SERVICE/MAINTENANCE PERCENT		4,398 100 0	3,495 79 5	1,918 43 6	728 16 6	624 14 2	190 4 3	35 8	612 13.9	181 4 1	78 1 8	21 5	11 3
TOTAL PERCENT		35,028 100 0	19,449 55 5	15,459 44 1	1,533 4 4	1,651 4 7	662 1 9	144 4	12,197 34 8	1,337 3 8	1,169 3 3	786 2 2	90 3

# HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977

## FULL-TIME STAFF BY OCCUPATIONAL ACTIVITIES

### CALIFORNIA COMMUNITY COLLEGES

ACTIVITY	GRAND TOTAL	MALE					FEMALE						
		TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLANDER	AMER-ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLANDER	AMER-ICAN INDIAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL PERCENT . . . . .	2,384 100%	1,914 80.3%	1,615 67.7%	122 5.1%	115 4.8%	46 1.9%	16 0.7%	470 19.7%	389 16.3%	43 1.8%	13 0.5%	20 0.8%	5 0.2%
FACULTY PERCENT .. . . .	16,921 100	11,389 67.3	10,147 60.0	396 2.3	567 3.3	229 1.3	50 0.3	5,532 32.7	4,641 27.4	367 2.2	286 1.7	215 1.3	23 0.1
PROFESSIONAL/ NON-FACULTY PERCENT . . . . .	1,168 100	658 56.3	501 42.9	47 4.0	68 5.8	41 3.5	1 0.1	510 43.7	389 33.3	48 4.1	35 3.0	38 3.3	0 0
SECRETARIAL/ CLERICAL PERCENT . . . . .	7,675 100	503 6.6	302 3.9	88 1.1	55 0.7	52 0.7	6 0.1	7,172 93.4	5,562 72.5	545 7.1	651 8.4	384 5.0	30 0.4
TECHNICAL/ PARAPROFESSIONAL PERCENT. . . . .	2,696 100%	1,404 52.1	1,126 41.8	67 2.5	132 4.9	68 2.5	11 0.4	1,292 47.9	1,030 38.2	80 2.9	105 3.9	67 2.5	10 0.4
SKILLED CRAFTS PERCENT. . . . .	821 100	774 94.3	623 75.9	40 4.9	76 9.2	20 2.4	15 1.8	47 5.7	37 4.5	1 0.1	6 0.7	2 0.2	1 0.1
SERVICE/MAINTENANCE PERCENT . . . . .	4,707 100	3,827 81.3	2,279 48.4	729 15.5	638 13.5	156 3.3	25 0.5	880 18.7	615 13.1	173 3.7	69 1.5	13 0.3	10 0.2
TOTAL PERCENT .. . . .	36,372 100%	20,469 56.3%	16,593 45.6%	1,489 4.1%	1,651 4.5%	612 1.7%	124 0.3%	15,903 43.7%	12,663 34.8%	1,257 3.5%	1,165 3.2%	739 2.0%	79 0.2%

## Compensation

There were 2,354 persons in the Executive/Administrative/Managerial category on eleven-month contracts in the Community Colleges in 1979, an increase from 2,252 in 1977. Of the men, 77.6 percent earned salaries of \$30,000 or more in 1979; in 1977, 63.6 percent earned that salary. Of white males, 79.3 percent were in the top salary bracket in 1979, an increase from the 65.6 percent who received \$30,000 or more in 1977. Of ethnic minority males in 1979, 69.6 percent received \$30,000 or more, an increase from the 53.1 percent in the top bracket in 1977. Of all women in the Executive/Administrative category in the Community Colleges, 57.9 percent made salaries of \$30,000 or more in 1979, up considerably from 38.9 percent in 1977. Of white women, 55.3 percent were in the top salary bracket in 1979, compared to 37.3 percent in 1977. Of the minority women in the Executive classification, 68.0 percent were in the top salary bracket in 1979, an increase from the 47.2 percent who made \$30,000 or more in 1977. Thus, there has been considerable movement of Community College Executive/Administrative staff into the \$30,000 and above salary bracket over the two-year period, regardless of sex or ethnicity. However, as previously mentioned, how much of this movement was due to promotions and related salary increases, and how much to general increases related to cost-of-living and inflation adjustments over the two-year period, cannot be determined. (This will be the case with all discussions of salary increases in this section.)

Very few of the Executive/Administrative/Managerial staff in the Community Colleges worked on a nine-month basis in 1979 (126, as compared to 2,354 on eleven-month contracts). However, of those persons in this category in 1979, the majority were concentrated in the \$30,000 and above salary bracket, as they were in 1977. White males and females comprised the majority of this class in both 1977 and 1979, and were concentrated in the top salary bracket in both years.

Relatively few Community College faculty taught on an eleven-month basis in 1979 (1,048 out of the 15,954 Community College faculty statewide), thus, most persons in the Faculty category will be discussed below. Of those faculty on eleven-month contracts, the single largest concentration of men was in the \$30,000 and above salary range in 1979; this is two full ranges higher than in 1977. Both white and minority males were concentrated in the top salary range in 1979; in 1977, both groups were concentrated in the \$19,000 to \$24,999 range. In 1977, women--both white and minority--were concentrated in the \$19,000 to \$24,999 range along with the men; by 1979, the largest concentration of men had moved up two full ranges, while the largest groups of both minority and white women remained in exactly the same salary range, at the \$19,000 to \$24,999 level.

Of the nine-month contract faculty in the Community Colleges in 1979, all males, regardless of ethnicity, were concentrated in the \$25,000 to \$29,999 salary bracket, one range higher than they were in 1977. The largest concentration of white females also moved one range, from the \$19,000 to \$24,999 range in 1977 to the \$25,000 to \$29,999 range in 1979. The largest group of minority women, however, did not move in salary range over the two-year period, remaining in the \$19,000 to \$24,999 range.

There were 942 persons employed by the Community Colleges in 1979 in the Professional/Non-Faculty category (eleven-month contract), an increase from 806 in 1977. In 1979, the largest concentration of men, regardless of ethnicity, was in the \$19,000 to \$24,999 salary range; this was also the case, in general, in 1977. White females in this class were also concentrated in the \$19,000 to \$24,999 range in 1979, while minority women were concentrated one range lower, in the \$16,000 to \$18,999 range. In 1977, both minority and white women were concentrated in the \$16,000 to \$18,999 range. It thus appears that the only group in the Professional/Non-Faculty class to show an upward movement in salary range over the two-year period was that of white women.

In the Professional/Non-Faculty category (nine-month) in 1979, both white males and white females had moved up one range since 1977 into the \$25,000 to \$29,999 salary range. Ethnic minority males and females generally remained concentrated in the \$19,000 to \$24,999 range, where they were in 1977.

# HIGHER EDUCATION STAFF INFORMATION (LEO-6) -- 1979

## FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 11-MONTH CONTRACT

### CALIFORNIA COMMUNITY COLLEGES

ACTIVITY	GRAND TOTAL	MALE					FEMALE					AMERICAN INDIAN OR ALASKAN NATIVE
		TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	
EXEC/ADMIN/MANAGERIAL												
BELOW \$7,500	1	1	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	6	3	-	-	-	-	3	-	-	-	-	-
\$13,000 - 15,999	26	10	9	-	-	-	13	-	2	-	-	1
\$16,000 - 18,999	72	39	27	5	4	2	29	2	1	1	-	-
\$19,000 - 24,999	233	152	114	16	18	4	69	3	2	7	-	-
\$25,000 - 29,999	288	212	162	20	17	12	81	10	1	2	-	-
\$30,000 AND ABOVE	1,728	1,441	1,210	94	98	28	219	40	12	12	4	4
TOTAL	2,354	1,858	1,526	135	138	46	396	55	18	22	5	5
PERCENT	100.0	78.9	64.8	5.7	5.9	2.0	16.8	2.3	8	.9	.2	.2
FACULTY												
BELOW \$7,500	2	1	-	-	-	-	-	-	-	1	-	-
\$7,500 - 9,999	2	-	-	-	-	-	1	-	1	-	-	-
\$10,000 - 12,999	2	1	-	-	1	-	1	-	-	-	-	-
\$13,000 - 15,999	8	2	2	-	-	-	4	1	1	-	-	-
\$16,000 - 18,999	45	21	19	2	-	-	20	2	1	1	-	-
\$19,000 - 24,999	364	226	194	9	19	4	108	14	10	3	3	3
\$25,000 - 29,999	272	177	142	11	20	4	77	8	7	3	-	-
\$30,000 AND ABOVE	353	259	222	10	22	1	75	9	7	3	-	-
TOTAL	1,048	687	580	32	62	9	286	34	27	11	3	3
PERCENT	100.0	65.6	55.3	3.1	5.9	.9	27.3	3.2	2.6	1.0	.3	.3
PROFESSIONAL NON-FACULTY												
BELOW \$7,500	4	2	-	-	2	-	2	-	-	-	-	-
\$7,500 - 9,999	5	3	2	-	1	-	2	-	-	-	-	-
\$10,000 - 12,999	28	13	10	-	2	1	13	-	1	1	-	-
\$13,000 - 15,999	144	57	33	4	8	11	71	5	1	10	-	-
\$16,000 - 18,999	188	83	56	8	9	10	74	6	11	13	1	1
\$19,000 - 24,999	294	172	127	10	21	14	96	4	8	14	-	-
\$25,000 - 29,999	141	93	67	12	7	7	35	5	4	4	-	-
\$30,000 AND ABOVE	138	105	84	6	9	5	31	1	1	-	-	-
TOTAL	942	528	379	40	59	48	324	21	26	42	1	1
PERCENT	100.0	56.1	40.2	4.2	6.3	5.1	34.4	2.2	2.8	4.5	1	1
GRAND TOTAL												
PERCENT	4,344	3,073	2,485	207	259	103	1,006	110	71	75	9	9
	100.0	70.7	57.2	4.8	6.0	2.4	23.2	2.5	1.6	1.7	2	2

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1977

FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 11-MONTH CONTRACT

CALIFORNIA COMMUNITY COLLEGES

ACTIVITY	GRAND TOTAL	MALE						FEMALE					
		TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	ASIAN OR PACIFIC ISLAND-PR	AMERICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLAND-PR	AMERICAN INDIAN OR ALASKAN NATIVE	
EXEC/ADMIN/MANAGERIAL													
BELOW \$ 7,500	3	3	0	0	0	0	0	0	0	0	0	0	
\$ 7,500 - \$ 9,999	1	1	0	0	0	0	0	0	0	0	0	0	
\$10,000 - \$12,999	19	8	6	1	1	0	11	8	0	2	1	0	
\$13,000 - \$15,999	41	26	18	4	2	2	15	14	0	1	0	0	
\$16,000 - \$18,999	100	71	59	4	5	3	29	27	1	0	1	0	
\$19,000 - \$24,999	312	212	158	18	23	1	100	89	5	1	5	0	
\$25,000 - \$29,999	450	343	283	27	22	8	107	86	11	4	5	1	
\$30,000 AND ABOVE	1,326	1,159	1,005	65	59	20	167	133	23	1	6	4	
TOTAL	2,252	1,823	1,533	119	112	45	429	357	40	9	18	5	
PERCENT	100%	81.0	68.1	5.3	5.0	2.0	19.0	15.9	1.8	0.4	0.8	0.2	
FACULTY													
BELOW \$ 7,500	5	0	0	0	0	0	5	4	1	0	0	0	
\$ 7,500 - \$ 9,999	7	5	5	0	0	0	2	2	0	0	0	0	
\$10,000 - \$12,999	10	2	2	0	0	0	8	6	0	1	1	0	
\$13,000 - \$15,999	37	21	15	2	4	0	16	15	0	1	0	0	
\$16,000 - \$18,999	152	78	59	7	9	3	74	59	2	8	3	2	
\$19,000 - \$24,999	828	560	478	20	44	14	268	229	11	14	11	3	
\$25,000 - \$29,999	357	266	244	6	14	2	91	76	4	8	3	0	
\$30,000 AND ABOVE	159	123	106	5	9	2	36	32	4	0	0	0	
TOTAL	1,555	1,055	909	40	80	21	500	423	22	32	18	5	
PERCENT	100%	67.8	58.5	2.6	5.1	1.4	32.2	27.2	1.4	2.1	1.2	0.3	
PROFESSIONAL NON-FACULTY													
BELOW \$ 7,500	3	2	2	0	0	0	1	1	0	0	0	0	
\$ 7,500 - \$ 9,999	5	1	1	0	0	0	4	3	0	0	1	0	
\$10,000 - \$12,999	70	31	21	1	2	7	39	30	5	1	3	0	
\$13,000 - \$15,999	156	76	55	6	9	6	80	61	5	7	7	0	
\$16,000 - \$18,999	206	105	77	10	9	9	101	73	6	11	11	0	
\$19,000 - \$24,999	231	153	115	10	18	9	78	60	6	8	4	0	
\$25,000 - \$29,999	96	73	55	3	10	5	23	17	4	1	1	0	
\$30,000 AND ABOVE	39	33	27	5	1	0	6	5	1	0	0	0	
TOTAL	806	474	353	35	49	36	332	250	27	28	27	0	
PERCENT	100%	58.8	43.8	4.3	6.1	4.5	41.2	31.0	3.3	3.5	3.3	0.0	
GRAND TOTAL	4,613	3,352	2,795	194	241	102	1,261	1,030	89	69	63	10	
PERCENT	100%	72.7	60.6	4.2	5.2	2.2	27.3	22.3	1.9	1.5	1.4	0.2	

# HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

## FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 9-MONTH CONTRACT

### CALIFORNIA COMMUNITY COLLEGES

ACTIVITY	GRAND TOTAL	MALE					FEMALE					
		TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL												
BELOW \$7,500	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	1	-	-	-	-	-	-	1	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	3	2	2	-	-	-	1	1	-	-	-	-
\$16,000 - 18,999	2	-	-	-	-	-	2	2	-	-	-	-
\$19,000 - 24,999	10	5	2	1	2	-	5	5	-	-	-	-
\$25,000 - 29,999	46	30	28	1	1	-	16	12	2	-	2	-
\$30,000 AND ABOVE	64	50	47	1	-	1	14	10	-	3	1	-
TOTAL	126	87	79	3	3	1	39	31	2	3	3	-
PERCENT	100 0	69 0	62 7	2 4	2 4	8	31 0	24 6	1 6	2 4	2 4	-
FACULTY												
BELOW \$7,500	22	9	9	-	-	-	13	12	-	1	-	-
\$7,500 - 9,999	25	1	1	-	-	-	24	15	4	3	2	-
\$10,000 - 12,999	58	16	14	1	-	1	42	28	10	2	2	-
\$13,000 - 15,999	222	85	71	6	6	2	137	110	10	7	8	2
\$16,000 - 18,999	722	352	263	28	44	16	370	293	24	31	16	6
\$19,000 - 24,999	4,388	2,581	2,128	141	201	93	1,807	1,458	148	121	75	5
\$25,000 - 29,999	7,452	5,415	4,945	154	195	100	2,037	1,759	123	69	79	7
\$30,000 AND ABOVE	1,935	1,537	1,445	27	36	19	398	358	14	7	18	1
TOTAL	14,824	9,996	8,876	357	482	230	4,828	4,033	333	241	200	21
PERCENT	100 0	67 4	59 9	2 4	3 3	1 6	32 6	27 2	2 2	1 6	1 3	1
PROFESSIONAL NON-FACULTY												
BELOW \$7,500	10	1	1	-	-	-	9	8	1	-	-	-
\$7,500 - 9,999	7	2	1	1	-	-	5	5	-	-	-	-
\$10,000 - 12,999	26	7	6	1	-	-	19	17	-	2	-	-
\$13,000 - 15,999	19	4	3	-	1	-	15	11	1	3	-	-
\$16,000 - 18,999	27	8	6	-	2	-	19	11	2	1	5	-
\$19,000 - 24,999	136	64	37	7	10	9	72	49	8	7	8	-
\$25,000 - 29,999	189	115	93	9	11	1	74	58	10	2	4	-
\$30,000 AND ABOVE	25	19	18	-	1	-	6	5	1	-	-	-
TOTAL	439	220	165	18	25	10	219	164	23	15	17	-
PERCENT	100 0	50 1	37 6	4 1	5 7	2 3	49 9	37 4	5 2	3 4	3 9	-
GRAND TOTAL	15,389	10,303	9,120	378	510	241	5,086	4,228	358	259	220	21
PERCENT	100 0	67 0	59 3	2 5	3 3	1 6	33 0	27 5	2 3	1 7	1 4	1

HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977

FULL-TIME STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 9-MONTH CONTRACT  
CALIFORNIA COMMUNITY COLLEGES

ACTIVITY	GROUP	MALE					FEMALE					AMERICAN INDIAN OR ALASKAN NATIVE
		TOTAL	WHITE (NON-PARTIC)	BLACK (NON-PARTIC)	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-PARTIC)	BLACK (NON-PARTIC)	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	
EXEC/ADMIN/MANAGERIAL												
BELOW \$ 7,500	1	0	0	0	0	0	1	1	0	0	0	0
\$ 7,500 - \$ 9,999	2	2	2	0	0	0	0	0	0	0	0	0
\$10,000 - \$12,999	1	0	0	0	0	0	1	0	0	1	0	0
\$13,000 - \$15,999	6	3	3	0	0	0	3	2	0	1	0	0
\$16,000 - \$18,999	3	2	2	0	0	0	1	1	0	0	0	0
\$19,000 - \$24,999	34	22	18	1	3	0	12	10	2	0	0	0
\$25,000 - \$29,999	58	40	37	2	0	1	18	15	0	2	1	0
\$30,000 AND ABOVE	27	22	20	0	0	1	5	3	1	0	1	0
TOTAL	132	91	82	3	3	2	41	32	3	4	2	0
PERCENT	100%	68%	62%	2.3%	2.3%	1.5%	31%	24%	2.3%	3.0%	1.5%	0.0%
FACULTY												
BELOW \$ 7,500	221	122	97	1	22	0	99	69	2	27	1	0
\$ 7,500 - \$ 9,999	68	27	24	0	1	1	41	34	2	1	3	1
\$10,000 - \$12,999	156	46	39	4	3	0	110	91	10	4	5	0
\$13,000 - \$15,999	704	333	262	24	33	13	371	289	36	26	18	2
\$16,000 - \$18,999	1,868	998	811	58	93	31	870	691	75	38	4	4
\$19,000 - \$24,999	7,651	5,230	4,674	181	231	120	2,421	2,066	156	100	88	11
\$25,000 - \$29,999	4,434	3,409	3,182	82	92	41	1,025	912	50	27	36	0
\$30,000 AND ABOVE	117	100	94	1	4	0	17	16	1	0	0	0
TOTAL	15,219	10,265	9,183	351	479	208	4,954	4,168	332	247	189	18
PERCENT	100%	67%	60%	2.3%	3.1%	1.4%	32%	27%	2.2%	1.6%	1.2%	0.1%
PROFESSIONAL NON-FACULTY												
BELOW \$ 7,500	2	0	0	0	0	0	2	2	0	0	0	0
\$ 7,500 - \$ 9,999	3	1	1	0	0	0	2	1	0	0	1	0
\$10,000 - \$12,999	23	13	12	1	0	0	10	9	1	0	0	0
\$13,000 - \$15,999	40	14	11	0	2	1	26	20	1	2	3	0
\$16,000 - \$18,999	50	22	11	3	6	2	20	20	4	2	2	0
\$19,000 - \$24,999	151	72	59	5	7	1	79	61	12	2	4	0
\$25,000 - \$29,999	90	61	53	3	4	1	29	25	2	1	1	0
\$30,000 AND ABOVE	3	1	1	0	0	0	2	1	1	0	0	0
TOTAL	362	184	148	12	19	5	178	139	21	7	11	0
PERCENT	100%	50%	40%	3.3%	5.2%	1.4%	49%	38%	5.8%	1.9%	3.0%	0.0%
GRAND TOTAL	15,713	10,540	9,413	366	501	214	5,173	4,339	356	258	202	18
PERCENT	100%	67%	59%	2.3%	3.2%	1.4%	32%	27%	2.3%	1.6%	1.3%	0.1%



### Full-Time Faculty by Tenure Status and Rank

Most faculty in the Community Colleges do not hold specific ranks, such as Professor, Associate Professor, and so on, but are called Instructors. While the majority of Community College faculty were reported in the Instructor rank, some colleges did report their faculty in other ranks, as may be seen in the tables.

Of the full-time faculty in the Community Colleges in 1979, 91.7 percent were tenured, as compared to 83.3 percent in 1977. The number of tenured faculty increased from 14,094 in 1977 to 14,626 in 1979. The tenured faculty in the Community Colleges in 1979 was predominantly male (68.6%), although slightly less so than in 1977 (69.8%). White males comprised 60.9 percent of the tenured faculty in 1979, a decrease from 62.8 percent in 1977. White females held 26.3 percent of the tenured faculty positions in 1979, a slight increase from 25.8 percent in 1977. Ethnic minority males constituted 7.7 percent of the tenured faculty in 1979, a slight increase from 7.0 percent in 1977. Ethnic minority females held 5.1 percent of the tenured faculty positions in 1979, an increase from 4.4 percent in 1977. Thus, all groups except white males increased their percentages of the tenured faculty.

Community College faculty who are not yet tenured but are "on-track" for tenure constituted 6.3 percent of the total faculty in 1979; a decrease from 10.1 percent in 1977. (In actual numbers, the on-track category dropped from 1,705 in 1977 to 1,013 in 1979.) Of the on-track faculty, women accounted for 47.5 percent in 1979, a decrease from their 49.3 percent position in 1977. White women decreased their proportion from 38.4 percent in 1977, to 37.7 percent in 1979. Minority women also decreased in their percentage of this class, from 10.9 percent in 1977, to 9.8 percent in 1979. Minority males also decreased their percentage of the on-track group, from 10.1 percent in 1977 to 8.5 percent in 1979. In contrast, white males increased their percentage of the on-track category, from 40.6 percent in 1977 to 44.0 percent in 1979. Thus, only white males increased their percentage of the on-track for tenure classification in the Community Colleges.

The Other Faculty category in the Community Colleges decreased from 1,122 persons in 1977 to 315 persons in 1979. This category, which accounted for 6.6 percent of the total faculty in 1977, accounted for only 2.0 percent in 1979. In 1979, men held 52.4 percent of the positions in this category, a decrease from 61.3 percent in 1977. White males declined from 54.2 percent of this class in 1977, to 43.8 percent in 1979. Ethnic minority males, who held 7.1 percent of the positions in the Other Faculty category in 1977, increased their percentage to 8.6 percent of the category in 1979. Women constituted 47.6 percent of the Other Faculty in 1979, an increase from 38.7

percent in 1977. White females increased their percentage of the Other Faculty category from 30.6 percent in 1977, to 35.9 percent in 1979. Ethnic minority women also increased their percentage of the Other Faculty group, from 8.1 percent in 1977 to 11.7 percent in 1979. Thus, all groups except white males increased their percentages of the Other Faculty category.

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

FULL-TIME FACULTY BY TENURE STATUS AND RANK

CALIFORNIA COMMUNITY COLLEGES

	GRAND TOTAL	MALE					FEMALE						
		TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
TENURE STATUS/RANK													
TENURED													
PROFESSORS	627	469	443	11	5	9	1	158	138	8	5	7	-
ASSOCIATE PROFESSORS	459	312	276	10	20	4	2	147	125	11	7	3	1
ASSISTANT PROFESSORS	326	197	161	11	15	4	6	129	101	16	6	5	1
INSTRUCTORS	12,760	8,807	7,826	331	419	191	40	3,953	3,332	252	193	163	13
LECTURERS	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER FACULTY	454	249	202	11	27	8	1	205	155	27	17	3	3
TOTAL	14,626	10,034	8,908	374	486	216	50	4,592	3,851	314	228	181	18
PERCENT	100 0	68 6	60 9	2 6	3 3	1 5	.3	31 4	26 3	2 1	1 6	1 2	.1
NON-TENURED ON TRACK													
PROFESSORS	13	12	10	1	1	-	-	1	-	-	1	-	-
ASSOCIATE PROFESSORS	1	1	1	-	-	-	-	-	-	-	-	-	-
ASSISTANT PROFESSORS	14	5	3	1	1	-	-	9	8	1	-	-	-
INSTRUCTORS	908	477	404	13	36	20	4	431	342	29	30	24	6
LECTURERS	3	-	-	-	-	-	-	3	3	-	-	-	-
OTHER FACULTY	74	37	28	-	7	1	1	37	29	2	4	2	-
TOTAL	1,013	532	446	15	45	21	5	481	382	32	35	26	6
PERCENT	100 0	52 5	44 0	1 5	4 4	2 1	5	47 5	37 7	3 2	3 5	2 6	6
OTHER													
PROFESSORS	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSOCIATE PROFESSORS	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSISTANT PROFESSORS	21	7	6	-	1	-	-	14	13	-	1	-	-
INSTRUCTORS	160	81	69	5	6	1	-	79	63	11	3	2	-
LECTURERS	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER FACULTY	134	77	63	3	10	1	-	57	37	13	5	2	-
TOTAL	315	165	138	8	17	2	-	150	113	24	9	4	-
PERCENT	100 0	52 4	43 8	2 5	5 4	6	-	47 6	35 9	7 6	2 9	1 3	-
GRAND TOTAL	15,954	10,731	9,492	397	548	239	55	5,223	4,346	370	272	211	24
PERCENT	100 0	67 3	59 5	2 5	3 4	1 5	3	32 7	27 2	2 3	1 7	1 3	2

HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977

FULL-TIME FACULTY BY TENURE STATUS AND RANK

CALIFORNIA COMMUNITY COLLEGES

TENURE STATUS/RANK	GRAND TOTAL	MALE						FEMALE					
		WHITE (NON-HIS- PANITC)	BLACK (NON-HIS- PANITC)	HIS- PANITC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HIS- PANITC)	BLACK (NON-HIS- PANITC)	HIS- PANITC	ASIAN OR PACIFIC ISLAND- FR	AMER- ICAN INDIAN OR ALASKAN NATIVE	
TENURED													
PROFESSORS	310	240	1	3	1	0	70	65	1	2	2	0	
ASSOCIATE PROFESSORS	691	445	10	21	3	2	210	183	15	7	3	2	
ASSISTANT PROFESSORS	397	252	12	18	2	3	145	122	11	7	5	0	
INSTRUCTORS	12,270	8,609	291	380	163	38	3,661	3,146	212	159	132	12	
LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	
OTHER FACULTY	426	254	12	21	8	1	172	127	25	7	12	1	
TOTAL	14,094	9,836	326	443	177	44	4,258	3,643	264	182	154	15	
PERCENT	100%	62.8%	2.3%	3.1%	1.3%	0.3%	30.2%	25.8%	1.9%	1.3%	1.1%	0.1%	
NON-TENURED ON TRACK													
PROFESSORS	0	0	0	0	0	0	0	0	0	0	0	0	
ASSOCIATE PROFESSORS	21	10	2	3	0	0	11	10	1	0	0	0	
ASSISTANT PROFESSORS	27	9	0	4	0	0	18	16	0	1	0	1	
INSTRUCTORS	1,533	794	47	62	35	3	739	583	61	51	38	6	
LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	
OTHER FACULTY	124	52	4	7	4	1	72	46	14	7	5	0	
TOTAL	1,705	865	53	76	39	4	840	655	76	59	43	7	
PERCENT	100%	50.7%	3.1%	4.5%	2.3%	0.2%	49.3%	38.4%	4.5%	3.5%	2.5%	0.4%	
OTHER													
PROFESSORS	0	0	0	0	0	0	0	0	0	0	0	0	
ASSOCIATE PROFESSORS	16	10	0	0	0	0	6	5	0	1	0	0	
ASSISTANT PROFESSORS	16	4	0	1	0	0	12	11	1	0	0	0	
INSTRUCTORS	528	290	8	34	4	1	238	180	13	34	11	0	
LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	
OTHER FACULTY	562	384	9	13	9	1	178	147	13	10	7	1	
TOTAL	1,122	688	17	48	13	2	434	343	27	45	18	1	
PERCENT	100%	61.3%	1.5%	4.3%	1.2%	0.2%	38.7%	30.6%	2.4%	4.0%	1.6%	0.1%	
GRAND TOTALS	16,921	11,389	396	567	229	50	5,532	4,287	367	286	215	23	
PERCENT	100%	67.3%	2.3%	3.4%	1.4%	0.3%	32.7%	27.4%	2.2%	1.7%	1.3%	0.1%	

## New Hires, Promotions, and Separations

Of the 2,384 Executive/Administrative/Managerial staff in the Community Colleges in 1977, 19.7 percent were women. During the period from 1977 to 1979, women accounted for 29.5 percent of the 302 new hires into the Executive category, 36.1 percent of the 368 promotions to or within this category, and 25.0 percent of the 328 separations from the Executive/Managerial category.

In 1977, ethnic minority women comprised 3.4 percent of the Executive category. During the ensuing two years, they comprised 7.6 percent of the new hires, 6.3 percent of the promotions, and 5.2 percent of the separations from the Executive classification.

Ethnic minority males, who held 12.5 percent of the Executive positions in the Community Colleges in 1977, accounted for 14.2 percent of the new hires, 14.1 percent of the promotions, and 9.5 percent of the separations from the Executive classification from 1977 to 1979.

Of the 14,094 tenured faculty in the Community Colleges in 1977, 30.2 percent were women. Over the following two years, women accounted for 47.6 percent of the 376 new hires into the tenured faculty ranks, 39.4 percent of the 165 promotions to or within this classification, and 37.6 percent of the 978 separations from the tenured faculty ranks.

Ethnic minority women, who held 4.4 percent of the tenured faculty positions in the Community Colleges in 1977, accounted for 13.6 percent of the new hires, 2.4 percent of the promotions, and 3.8 percent of the separations from the tenured faculty ranks over the two-year period from 1977 to 1979.

Ethnic minority males, who comprised 7.0 percent of the tenured Community College faculty in 1977, accounted for 11.4 percent of the new hires, 6.7 percent of the promotions, and 3.8 percent of the separations from the tenured faculty ranks from 1977 to 1979.

Of the 1,705 faculty who were not tenured but were on-track for tenure in the Community Colleges in 1977, 49.3 percent were women. During the following two years, women accounted for 49.7 percent of the 883 new hires to the on-track for tenure classification, 57.9 percent of the reported 19 promotions to or within this class, and 52.7 percent of the 165 separations from the on-track for tenure faculty ranks.

Ethnic minority women, who held 10.9 percent of the on-track for tenure positions in the Community Colleges in 1977, accounted for 8.3 percent of the new hires, 10.5 percent of the promotions, and 9.1

percent of the separations from the on-track ranks between 1977 and 1979.

Ethnic minority males comprised 10.1 percent of the on-track for tenure classification in 1977. From 1977 to 1979, minority males accounted for 8.4 percent of the new hires, 0.0 percent of the promotions, and 7.9 percent of the separations from the on track for tenure classification.

Of the 1,122 "Other" faculty in the Community Colleges in 1977, 38.7 percent were women. Over the next two years, women accounted for 57.0 percent of the 302 new hires to the "Other" faculty classification, 59.6 percent of the 47 promotions to or within this class, and 70.4 percent of the 71 separations from the "Other" faculty ranks.

Ethnic minority women, who comprised 8.1 percent of the "Other" faculty category in the Community Colleges in 1977, accounted for 12.6 percent of the new hires, 29.8 percent of the promotions, and 21.1 percent of the separations from the "Other" faculty ranks from 1977 to 1979.

In 1977, ethnic minority males held 7.1 percent of the "Other" faculty positions in the Community Colleges. During the following two years, they accounted for 8.9 percent of the new hires, 8.5 percent of the promotions, and 9.9 percent of the separations from the "Other" faculty ranks.

Of the 1,168 Professional/Non-Faculty staff in the Community Colleges in 1977, 43.7 percent were women. From 1977 to 1979, women accounted for 50.0 percent of the 330 new hires to the Professional/Non-Faculty staff, 54.1 percent of the 146 promotions to or within this class, and 44.7 percent of the 304 separations from the Professional/Non-Faculty classification.

In 1977, ethnic minority women held 10.4 percent of the Professional/Non-Faculty positions in the Community Colleges. During the ensuing two years, they accounted for 8.8 percent of the new hires, 8.2 percent of the promotions, and 6.6 percent of the separations from the Professional/Non-Faculty staff.

Ethnic minority males, who held 13.4 percent of the Professional/Non-Faculty positions in 1977, accounted for 14.2 percent of the new hires, 11.0 percent of the promotions, and 9.9 percent of the separations from this class from 1977 to 1979.

FULL-TIME STAFF  
NEW HIRES  
FALL 1977 TO FALL 1979

CALIFORNIA COMMUNITY COLLEGES

OCCUPATIONAL CATEGORY	TOTAL STAFF	M A L E S					F I L - A H E R					F E M A L E S					F I L - A H E R					
		TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	INDIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	INDIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	INDIAN
EXECUTIVE/ADMINISTRATIVE																						
TOTAL	302	213	170	18	15	7	1	2	89	66	11	4	6	1	1							
PERCENT	302	213	170	18	15	7	1	2	89	66	11	4	6	1	1							
	100 0	70 5	56 3	6 0	5 0	2 3	3	7	29 5	21 9	3 6	1 3	2 0	3	3							
TENURED FACULTY																						
PROFESSOR	44	30	25	2	3	-	-	-	14	10	2	2	-	-	-							
ASSOCIATE PROFESSOR	25	17	10	5	1	1	-	-	8	4	4	-	-	-	-							
ASSISTANT PROFESSOR	25	16	9	5	-	2	-	-	9	2	6	-	1	-	-							
INSTRUCTOR	264	125	104	4	15	2	-	-	139	105	9	18	6	-	1							
LECTURER	10	6	5	-	-	-	1	-	4	2	-	2	-	-	-							
OTHER RANK	8	3	1	1	1	-	-	-	5	5	-	-	-	-	-							
TOTAL	376	197	154	17	20	5	1	-	179	128	21	22	7	-	1							
PERCENT	100 0	52 4	41 0	4 5	5 3	1 3	3	-	47 6	34 0	5 6	5 9	1 9	-	3							
NON-TENURED FACULTY																						
PROFESSOR	5	3	2	-	1	-	-	-	2	2	-	-	-	-	-							
ASSOCIATE PROFESSOR	2	1	1	-	-	-	-	-	1	1	-	-	-	-	-							
ASSISTANT PROFESSOR	13	6	6	-	-	-	-	-	7	7	-	-	-	-	-							
INSTRUCTOR	788	409	338	10	37	20	2	2	379	315	23	15	19	4	3							
LECTURER	5	-	-	-	-	-	-	-	5	3	-	1	1	-	-							
OTHER RANK	70	25	23	-	2	-	-	-	45	38	2	4	1	-	-							
TOTAL	883	444	370	10	40	20	2	2	439	366	25	20	21	4	3							
PERCENT	100 0	50 3	41 9	1 1	4 5	2 3	2	2	49 7	41 4	2 8	2 3	2 4	5	3							
OTHER FACULTY																						
PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
ASSISTANT PROFESSOR	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-							
INSTRUCTOR	254	113	92	5	11	5	-	-	141	113	15	7	3	3	-							
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
OTHER RANK	47	17	11	3	2	-	1	-	30	20	7	3	-	-	-							
TOTAL	302	130	103	8	13	5	1	-	172	134	22	10	3	3	-							
PERCENT	100 0	43 0	34 1	2 6	4 3	1 7	3	-	57 0	44 4	7 3	3 3	1 0	1 0	-							
PROFESSIONAL NON-FACULTY																						
PROFESSOR	330	165	118	13	16	10	4	4	165	136	9	12	3	1	4							
ASSOCIATE PROFESSOR	330	165	118	13	16	10	4	4	165	136	9	12	3	1	4							
ASSISTANT PROFESSOR	100 0	50 0	35 8	3 9	4 8	3 0	1 2	1 2	50 0	41 2	2 7	3 6	9	3	1 2							
INSTRUCTOR																						
LECTURER																						
OTHER RANK																						
TOTAL																						
PERCENT																						
GRAND TOTAL	2193	1149	915	66	104	47	9	8	1044	830	88	68	40	9	9							
PERCENT	100 0	52 4	41 7	3 0	4 7	2 1	4	4	47 6	37 8	4 0	3 1	1 8	4	4							

FULL-TIME STAFF  
PROMOTIONS  
FALL 1977 TO FALL 1979

CALIFORNIA COMMUNITY COLLEGES

OCCUPATIONAL CATEGORY	TOTAL STAFF	M A L E S					F E M A L E S					FIL- AHER		
		TOTAL		HIS- PANIC		ASIAN	TOTAL		WHITE		BLACK	HIS- PANIC		ASIAN
		WHITE	BLACK	WHITE	BLACK	ASIAN	WHITE	BLACK	WHITE	BLACK	ASIAN	WHITE	BLACK	ASIAN
EXECUTIVE/ADMINISTRATIVE														
WITHIN CLASS	230	147	116	13	13	3	1	1	83	69	8	2	4	-
TO CLASS	138	88	67	10	7	-	2	2	50	41	3	3	3	-
TOTAL	368	235	183	23	20	3	3	3	133	110	11	5	7	-
PERCENT	100 0	63 9	49 7	6 2	5 4	8	8	8	36 1	29 9	3 0	1 4	1 9	-
TENURED FACULTY														
TO PROFESSOR	35	25	23	1	1	-	-	-	10	10	-	-	-	-
TO ASSOCIATE PROFESSOR	41	22	20	-	2	-	-	-	19	19	-	-	-	-
TO ASSISTANT PROFESSOR	71	38	31	1	6	-	-	-	33	29	-	4	-	-
TO INSTRUCTOR	1	1	1	-	-	-	-	-	-	-	-	-	-	-
TO LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO OTHER RANK	17	14	14	-	-	-	-	-	3	3	-	-	-	-
TOTAL	165	100	89	2	9	-	-	-	65	61	-	4	-	-
PERCENT	100 0	60 6	53 9	1 2	5 5	-	-	-	39 4	37 0	-	2 4	-	-
NON-TENURED FACULTY														
TO PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO ASSISTANT PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO INSTRUCTOR	10	6	6	-	-	-	-	-	4	4	-	-	-	-
TO LECTURER	5	2	2	-	-	-	-	-	3	2	1	-	-	-
TO OTHER RANK	4	-	-	-	-	-	-	-	4	3	-	1	-	-
TOTAL	19	8	8	-	-	-	-	-	11	9	1	1	-	-
PERCENT	100 0	42 1	42 1	-	-	-	-	-	57 9	47 4	5 3	5 3	-	-
OTHER FACULTY														
TO PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO ASSISTANT PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO INSTRUCTOR	44	19	15	3	-	1	-	-	25	14	8	2	1	-
TO LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO OTHER RANK	3	-	-	-	-	-	-	-	-	-	-	2	-	-
TOTAL	47	19	15	3	-	1	-	-	28	14	9	4	1	-
PERCENT	100 0	40 4	31 9	6 4	-	2 1	-	-	59 6	29 8	19 1	8 5	2 1	-
PROFESSIONAL NON-FACULTY														
WITHIN CLASS	112	55	42	5	5	1	2	-	57	48	1	7	1	-
TO CLASS	34	12	9	-	1	-	2	-	22	19	1	-	1	-
TOTAL	146	67	51	5	6	1	4	-	79	67	2	7	2	-
PERCENT	100 0	45 9	34 9	3 4	4 1	7	2 7	-	54 1	45 9	1 4	4 8	1 4	7
GRAND TOTAL	745	429	346	33	35	5	7	3	316	261	23	21	10	1
PERCENT	100 0	57 6	46 4	4 4	4 7	7	9	4	42 4	35 0	3 1	2 8	1 3	1



FULL-TIME STAFF  
SEPARATIONS  
FALL 1977 TO FALL 1979  
CALIFORNIA COMMUNITY COLLEGES

OCCUPATIONAL CATEGORY	M A L R S					F I L I N D I A N					E E M A L E S				
	TOTAL STAFF	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMER INDIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMER INDIAN
EXECUTIVE/ADMINISTRATIVE	328	246	215	8	18	4	-	1	82	65	7	4	3	1	2
TOTAL	328	246	215	8	18	4	-	1	82	65	7	4	3	1	2
PERCENT	100 0	75 0	65 5	2 4	5 5	1 2	-	3	25 0	19 8	2 1	1 2	.9	.3	.6
TENURED FACULTY	57	42	41	-	-	1	-	-	15	12	1	1	1	-	-
PROFESSOR	37	22	22	-	-	-	-	-	15	15	-	-	-	-	-
ASSOCIATE PROFESSOR	22	12	10	-	2	-	-	-	10	10	-	-	-	-	-
ASSISTANT PROFESSOR	775	482	452	9	18	3	-	-	293	265	7	13	7	-	1
INSTRUCTOR	46	30	29	-	1	-	-	-	16	14	-	1	-	-	1
LECTURER	41	22	19	-	1	1	-	1	19	15	3	1	-	-	-
OTHER RANK	978	610	573	9	22	5	-	1	368	331	11	16	8	-	2
TOTAL	100 0	62 4	58 6	9	2 2	5	-	1	37 6	33 8	1 1	1 6	8	-	2
PERCENT															
NON-TENURED FACULTY	4	1	1	-	-	-	-	-	3	1	-	2	-	-	-
PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSISTANT PROFESSOR	141	67	54	4	8	1	-	-	74	63	5	3	2	1	-
INSTRUCTOR	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-
LECTURER	18	8	8	-	-	-	-	-	10	8	1	-	1	-	-
OTHER RANK	165	78	65	4	8	1	-	-	87	72	6	5	3	1	-
TOTAL	100 0	47 3	39 4	2 4	4 8	6	-	-	52 7	43 6	3 6	3 0	1 8	6	-
PERCENT															
OTHER FACULTY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSISTANT PROFESSOR	2	1	1	-	-	-	-	-	1	1	-	-	-	-	-
INSTRUCTOR	53	15	11	1	2	1	-	-	38	25	9	3	1	-	-
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER RANK	16	5	2	-	3	-	-	-	11	9	1	1	-	-	-
TOTAL	71	21	14	1	5	1	-	-	50	35	10	4	1	-	-
PERCENT	100 0	29 6	19 7	1 4	7 0	1 4	-	-	70 4	49 3	14 1	5 6	1 4	-	-
PROFESSIONAL NON-FACULTY	304	168	138	5	15	5	4	1	136	116	-	8	7	3	2
TOTAL	304	168	138	5	15	5	4	1	136	116	-	8	7	3	2
PERCENT	100 0	55 3	45 4	1 6	4 9	1 6	1 3	3	44 7	38 2	-	2 6	2 3	1 0	7
GRAND TOTAL	1846	1123	1005	27	68	16	4	3	723	619	34	37	22	5	6
PERCENT	100 0	60 8	54 4	1 5	3 7	9	2	2	39 2	33 5	1 8	2 0	1 2	3	3

### SECTION III

#### STATE UNIVERSITY AND COLLEGES

##### Classification/Occupational Activity

The total number of full-time staff employed in the State University decreased by 945 people over the two-year period from 1977 to 1979 (from 27,195 to 26,250). Of the full-time staff employed in the State University and Colleges in 1979, over 60 percent were men. Men in the State University were most likely to be employed as faculty members. Women in the State University were most likely to be employed in the Secretarial/Clerical, Faculty, and Professional/Non-Faculty classifications, which was also the case in 1977. Ethnic minority males were most likely to be found in either the Service/Maintenance category or the Faculty Category, as was the case in 1977. Ethnic minority women at the State University were found most often in the Secretarial/Clerical and Faculty categories in 1979, as they were in 1977.

As discussed in the Introduction to this report, during the period from Fall 1977 to Fall 1979, the State University, for a variety of reasons--the primary of which was a reclassification of positions in anticipation of collective bargaining--moved over 900 persons from the Professional/Non-Faculty and Faculty classifications into the Executive/Administrative/Managerial classification. As a result, the data for the Executive/Managerial and Professional/Non-Faculty classifications in particular are not comparable for the two years, and thus, cannot be discussed in this report. In a letter to the Commission dated September 16, 1980, the State University stated that.

. . . It is practically impossible to compare 1977 and 1979 data for the Executive group and draw any valid inferences regarding changes in sex or ethnic composition. The group is now three times larger than as defined in 1977 . . . Affected to a lesser, but still significant, degree is the Professional group which has shrunk 20% from the 1977 defined level. The 2% reduction in the faculty group does not appear great enough to preclude comparisons between the two periods.

The numbers of persons as reported for these two classifications in both years are displayed in the tables in this section, however.

The Faculty classification as a whole decreased in size from 1977 to 1979 (from 11,962 to 11,491). There was a slight decrease in the proportion of men in the Faculty classification over the two-year period (from 79.2% in 1977 to 78.9% in 1979) and a slight increase in

the proportion of women (from 20.8% to 21.1%). Ethnic minority males retained their 8.9 percent of the Faculty category over the two years, as did ethnic minority females (2.5%). White female faculty increased their percentage from 18.2 percent to 18.6 percent over the two-year period, while white males decreased slightly from 70.3 percent to 70.1 percent of the Faculty category.

# HIGHER EDUCATION STAFF INFORMATION (EE0-6) -- 1979

## FULL-TIME STAFF BY OCCUPATIONAL ACTIVITY

### STATE UNIVERSITY AND COLLEGES

ACTIVITY	GRAND TOTAL	MALE					FEMALE				
		WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN OR ALASKAN NATIVE	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL PERCENT	1,292 100 0	1,077 83 4	941 72 8	56 4 3	56 4 3	21 1 6	185 14 3	15 1.2	5 4	9 7	1 1
FACULTY PERCENT	11,491 100 0	9,072 78.9	8,055 70 1	207 1 8	249 2 2	523 4 6	2,133 18 6	94 8	85 7	96 8	11 1
PROFESSIONAL/NON-FACULTY PERCENT	2,741 100 0	1,373 50 1	1,054 38 5	104 3 8	87 3 2	109 4 0	1,092 39 8	96 3.5	71 2 6	95 3 5	14 5
SECRETARIAL/CLERICAL PERCENT	4,953 100 0	376 7 6	245 4 9	44 9	54 1 1	28 6	3,419 69 0	358 7 2	499 10 1	261 5 3	40 8
TECHNICAL/PARAPROFESSIONAL PERCENT	2,290 100 0	1,127 49 2	936 40 9	59 2 6	67 2 9	62 2 7	943 41 2	66 2 9	62 2 7	85 3 7	7 3
SKILLED CRAFTS PERCENT	770 100 0	750 97 4	569 73 9	53 6 9	84 10 9	35 4 5	18 2 3	-	1 1	-	1 1
SERVICE/MAINTENANCE PERCENT	2,713 100 0	2,177 80 2	1,089 40 1	437 16 1	409 15 1	221 8 1	252 9 3	187 6 9	61 2 2	30 1 1	6 2
TOTAL PERCENT	26,250 100 0	15,952 60 8	12,889 49 1	960 3 7	1,006 3 8	999 3 8	8,042 30 6	816 3 1	784 3 0	576 2 2	80 3

HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977

FULL-TIME STAFF BY OCCUPATIONAL ACTIVITIES

CALIFORNIA STATE UNIVERSITY AND COLLEGES

ACTIVITY	GRAND TOTAL	MALE					FEMALE						
		TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- FR	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- FR	AMER- ICAN INDIAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL PERCENT . . . . .	341 100%	321 94.1%	301 88.3%	9 2.6%	9 2.6%	2 0.6%	0 0.0%	20 5.9%	19 5.6%	1 0.3%	0 0.0%	0 0.0%	0 0.0%
FACULTY PERCENT . . . . .	11,962 100	9,477 79.2	8,415 70.3	223 1.9	286 2.4	507 4.2	46 0.4	2,485 20.8	2,182 18.2	105 0.9	94 0.8	94 0.8	10 0.1
PROFESSIONAL/ NON-FACULTY PERCENT . . . . .	3,333 100	1,923 57.7	1,536 46.1	125 3.8	138 4.1	99 3.0	25 0.8	1,410 42.3	1,125 33.8	95 2.9	79 2.4	98 2.9	13 0.4
SECRETARIAL/ CLERICAL PERCENT... . . . .	5,509 100	439 8.0	288 5.2	59 1.1	55 1.0	26 0.5	11 0.2	5,070 92.0	3,736 67.8	412 7.5	575 10.4	298 5.4	49 0.9
TECHNICAL/ PARAPROFESSIONAL PERCENT ..	2,272 100	1,147 50.5	964 42.4	53 2.3	72 3.2	52 2.3	6 0.3	1,125 49.5	940 41.4	54 2.4	64 2.8	62 2.7	5 0.2
SKILLED CRAFTS PERCENT... . . . .	852 100	834 97.9	669 78.5	52 6.1	74 8.7	31 3.6	8 0.9	18 2.1	16 1.9	0 0.0	2 0.2	0 0.0	0 0.0
SERVICE/MAINTENANCE PERCENT ... .	2,926 100	2,408 82.3	1,263 43.2	468 16.0	434 14.8	214 7.3	29 1.0	518 17.7	251 8.6	170 5.8	59 2.0	30 1.0	8 0.3
TOTAL PERCENT..... . . . .	27,195 100%	16,549 60.9%	13,436 49.4%	989 3.6%	1,068 3.9%	931 3.4%	125 0.5%	10,646 39.1%	8,269 30.4%	837 3.1%	873 3.2%	582 2.1%	85 0.3%

## Compensation

There were 1,264 persons in the Executive/Administrative/Managerial classification (eleven-month contract) at the State University in 1979. At the State University, over half of all persons in this category (62.2%) received salaries of \$30,000 or more, with the singular exception of ethnic minority females, who were concentrated two salary ranges lower, in the \$19,000 to \$24,999 range. The majority of 1,301 State University Executive staff were reported on the eleven-month contract basis; only 28 persons were employed in this classification on a nine-month basis. Due to the very small numbers in this classification, no percentage comparisons will be made. The numbers do, however, appear in the charts.

In the State University, the majority of faculty (10,960) work on a nine-month contract basis. However, of those faculty who were on eleven-month contracts (357) in 1979, the majority of persons--regardless of sex or ethnicity--received salaries of \$30,000 or more. In 1977, ethnic minority males and females were clustered two salary ranges lower, in the \$19,000 to \$24,999 range. White males and females in 1977 were concentrated in the \$30,000 and above range, as they were in 1979.

The State University employed 10,960 persons in the nine-month Faculty category in 1979, a decrease of 183 positions since 1977. The largest concentration of persons in the Faculty category in 1979 was in the \$19,000 to \$24,999 range, as it was in 1977. However, whereas there was only one faculty member receiving a salary of \$30,000 or above in 1977, by 1979 there were 3,859 such faculty, accounting for 35.2 percent of all the faculty. How much of this movement into the top salary range was due to promotions and related salary increases, and how much to the considerable across-the-board salary increases that occurred between 1977 and 1979, cannot be determined. Males, and white males in particular, were both concentrated in the \$30,000 and over range in 1979, up one range from 1977. Ethnic minority males and females, and white females, were all concentrated in the \$19,000 to \$24,999 range in 1979. Ethnic minority males were concentrated in the same range in 1977, while ethnic minority and white females were in the \$16,000 to \$18,999 range in 1977.

There were 2,287 persons employed in the Professional/Non-Faculty classification at the State University in 1979 (eleven-month contract). In 1979, the largest concentration of Professional/Non-Faculty staff, regardless of sex or ethnicity, was in the \$19,000 to \$24,999 range. Of all male Professional/Non-Faculty staff in 1979, 17.3 percent received salaries of \$30,000 and above, while 3.2 percent of the female Professional/Non-Faculty staff were in the top salary range. Of all white male Professional/Non-Faculty staff in

1979, 19.2 percent were in the top salary range; for white females, the figure was 3.4 percent. Of all ethnic minority males in this classification, 10.5 percent received \$30,000 or more, as compared to 2.2 percent of ethnic minority women (actually, 5 minority women).

The State University reported 454 persons employed in the Professional/Non-Faculty classification (nine-month contract) in 1979. Curiously, 335 persons were reported as earning salaries of less than \$7,500 per year (73.8% of all persons in that class). Virtually all persons, with the exception of black women, were concentrated in this lowest salary range. (As far as we can determine, it appears that the State University reported graduate student assistants in this category, which could account for the low salaries.)

# HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

## FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 11-MONTH CONTRACT

### STATE UNIVERSITY AND COLLEGES

ACTIVITY	GRAND TOTAL	MALE					FEMALE					AMERICAN INDIAN OR ALASKAN NATIVE
		TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLANDER	TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLANDER	
EXEC/ADMIN/MANAGERIAL												
BELOW \$7,500	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	1	1	-	-	1	-	-	-	-	-	-	-
\$16,000 - 18,999	21	14	9	3	1	1	7	7	-	-	-	-
\$19,000 - 24,999	238	162	123	16	17	5	176	62	7	3	3	1
\$25,000 - 29,999	218	179	151	13	12	3	39	34	3	2	2	-
\$30,000 AND ABOVE	786	702	642	23	24	12	84	74	5	2	3	-
TOTAL	1,264	1,058	925	55	55	21	206	177	15	5	8	1
PERCENT	100 0	83 7	73 2	4 4	4 4	1 7	16 3	14 0	1 2	.4	6	1
FACULTY												
BELOW \$7,500	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	2	2	1	-	-	1	-	-	-	-	-	-
\$16,000 - 18,999	1	1	1	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	20	11	9	1	1	1	9	8	1	-	-	-
\$25,000 - 29,999	80	71	62	2	2	5	9	8	1	-	-	-
\$30,000 AND ABOVE	254	219	206	1	5	7	35	32	1	-	2	-
TOTAL	357	304	279	4	7	14	53	48	3	-	2	-
PERCENT	100 0	85 2	78 2	1 1	2 0	3 9	14 8	13 4	8	-	6	-
PROFESSIONAL NON-FACULTY												
BELOW \$7,500	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	60	11	8	1	1	1	49	39	6	4	-	-
\$13,000 - 15,999	212	51	37	5	2	5	161	128	12	7	12	2
\$16,000 - 18,999	481	164	106	20	19	14	317	238	26	28	21	4
\$19,000 - 24,999	986	496	371	44	37	37	490	400	35	15	34	6
\$25,000 - 29,999	316	212	191	11	3	6	104	94	3	2	4	1
\$30,000 AND ABOVE	232	195	169	12	8	4	37	32	2	2	1	-
TOTAL	2,287	1,129	882	93	70	67	1,158	931	84	58	72	13
PERCENT	100 0	49 4	38 6	4 1	3 1	2 9	50 6	40 7	3 7	2 5	3 1	6
GRAND TOTAL	3,908	2,491	2,086	152	132	102	1,417	1,156	102	69	82	14
PERCENT	100 0	63 7	53 4	3 9	3 4	2 6	36 3	29 6	2 6	1 6	2 1	4



**FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 11-MONTH CONTRACT**

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# HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

## FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 9-MONTH CONTRACT

### STATE UNIVERSITY AND COLLEGES

ACTIVITY	GRAND TOTAL	MALE					FEMALE						
		TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL													
BELOW \$7,500	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	1	1	1	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	1	1	1	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	10	5	5	-	-	-	-	5	5	-	-	-	-
\$25,000 - 29,999	8	5	2	1	1	-	1	3	2	-	-	1	-
\$30,000 AND ABOVE	8	7	7	-	-	-	-	1	1	-	-	-	-
TOTAL	28	19	16	1	1	-	1	9	8	-	-	1	-
PERCENT	100 0	67 9	57 1	3 6	3 6	-	3 6	32 1	28 6	-	-	3 6	-
FACULTY													
BELOW \$7,500	1	1	-	-	-	1	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	1	-	-	-	-	-	-	1	1	-	-	-	-
\$13,000 - 15,999	36	21	21	-	-	-	-	15	13	-	-	2	-
\$16,000 - 18,999	771	402	337	18	16	28	3	369	323	13	15	12	6
\$19,000 - 24,999	4,418	3,247	2,752	122	155	197	21	1,171	1,005	55	56	51	4
\$25,000 - 29,999	1,874	1,542	1,370	20	33	115	4	332	299	13	7	13	-
\$30,000 AND ABOVE	3,859	3,437	3,193	38	38	158	10	422	394	8	4	15	1
TOTAL	10,960	8,650	7,673	198	242	499	38	2,310	2,035	89	82	93	11
PERCENT	100 0	78 9	70 0	1 8	2 2	4 6	3	21 1	18 6	8	7	8	1
PROFESSIONAL NON-FACULTY													
BELOW \$7,500	335	187	134	7	7	37	2	148	118	1	7	21	1
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	4	2	1	-	1	-	-	2	1	-	1	-	-
\$13,000 - 15,999	37	12	7	1	3	1	-	25	17	7	1	-	-
\$16,000 - 18,999	42	18	14	1	2	1	-	24	16	3	3	2	-
\$19,000 - 24,999	34	24	15	2	4	3	-	10	8	1	1	-	-
\$25,000 - 29,999	2	1	1	-	-	-	-	1	1	-	-	-	-
\$30,000 AND ABOVE	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	454	244	172	11	17	42	2	210	161	12	13	23	1
PERCENT	100 0	53 7	37 9	2 4	3 7	9 3	4	46 3	35 5	2 6	2 9	5 1	2
GRAND TOTAL	11,442	8,913	7,861	210	260	541	41	2,529	2,204	101	95	117	12
PERCENT	100 0	77 9	68 7	1 8	2 3	4 7	4	22 1	19 3	9	8	1 0	1

HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977  
FULL-TIME STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 9-MONTH CONTRACT  
CALIFORNIA STATE UNIVERSITY AND COLLEGES

ACTIVITY	GRAND TOTAL	MALE					FEMALE					AMER- ICAN INDIAN OR ALASKAN NATIVE
		TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	ASIAN OR PACIFIC ISLAND- ER		
EXEC/ADMIN/MANAGERIAL												
BELOW \$ 7,500	0	0	0	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000 - \$12,999	0	0	0	0	0	0	0	0	0	0	0	0
\$13,000 - \$15,999	0	0	0	0	0	0	0	0	0	0	0	0
\$16,000 - \$18,999	0	0	0	0	0	0	0	0	0	0	0	0
\$19,000 - \$24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000 - \$29,999	1	1	1	0	0	0	0	0	0	0	0	0
\$30,000 AND ABOVE	5	4	4	0	0	0	1	1	0	0	0	0
TOTAL	6	5	5	0	0	0	1	1	0	0	0	0
PERCENT	100%	82.3%	83.3%	0.0%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%
FACULTY												
BELOW \$ 7,500	0	0	0	0	0	0	0	0	0	0	0	0
\$ 7,500 - \$ 9,999	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000 - \$12,999	5	1	1	0	0	0	4	3	0	1	0	0
\$13,000 - \$15,999	627	354	284	14	30	7	273	219	16	24	2	2
\$16,000 - \$18,999	2,848	1,957	1,632	91	106	12	891	757	51	40	39	4
\$19,000 - \$24,999	3,971	3,233	2,853	65	84	15	738	671	22	19	24	2
\$25,000 - \$29,999	3,691	3,293	3,076	39	40	7	398	372	7	3	15	1
\$30,000 AND ABOVE	1	1	1	0	0	0	0	0	0	0	0	0
TOTAL	11,143	8,839	7,847	209	260	41	2,304	2,022	96	87	90	9
PERCENT	100%	79.3%	70.4%	1.9%	2.3%	0.4%	20.7%	18.1%	0.9%	0.8%	0.8%	0.1%
PROFESSIONAL NON-FACULTY												
BELOW \$ 7,500	409	226	177	6	15	3	183	142	1	17	21	2
\$ 7,500 - \$ 9,999	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000 - \$12,999	41	13	10	2	2	0	28	22	3	3	0	0
\$13,000 - \$15,999	45	23	16	2	3	1	22	14	2	2	3	1
\$16,000 - \$18,999	21	7	4	1	1	1	14	10	0	0	4	0
\$19,000 - \$24,999	11	10	8	1	0	0	1	1	0	0	0	0
\$25,000 - \$29,999	4	3	2	0	0	0	1	1	0	0	0	0
\$30,000 AND ABOVE	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	531	282	217	12	19	5	249	190	6	22	28	3
PERCENT	100%	53.1%	40.9%	2.3%	3.6%	0.9%	46.9%	35.8%	1.1%	4.1%	5.3%	0.6%
GRAND TOTAL	11,680	9,126	8,069	221	279	46	2,554	2,213	102	109	118	12
PERCENT	100%	78.1%	69.1%	1.9%	2.4%	0.4%	21.9%	18.9%	0.9%	0.9%	1.0%	0.1%

### Full-Time Faculty by Tenure Status and Rank

The State University faculty have become increasingly tenured. By 1979, 78.4 percent of the full-time faculty in the State University were tenured, as compared to 74.8 percent in 1977. The tenured faculty at the State University was predominantly male in 1979 (82.3%) as it was in 1977 (82.8%). (In actual numbers, women increased by 49 tenured faculty members out of 9,007 total tenured faculty.) White males comprised 74.1 percent of the tenured faculty in 1979, a decrease from 75.1 percent in 1977. White females made up 15.7 percent of the tenured faculty in 1977; in 1979, they held essentially steady at 15.8 percent. Ethnic minority males who constituted 7.7 percent of the tenured faculty in 1977, increased to 8.2 percent of that group in 1979. Ethnic minority females increased from 1.5 percent in 1977, to 1.8 percent in 1979. In actual numbers, the increase was from 134 in 1977 to 165 minority women in 1979.

State University faculty who are not yet tenured, but are "on-track" for tenure constituted 12.0 percent of the faculty in 1979, a decrease from 13.7 percent in 1977. Of the on-track group, males comprised 70.9 percent in 1979, a slight increase from 70.2 percent in 1977. White males marginally increased their representation from 58.1 percent in 1977 to 58.5 percent in 1979. White females also increased slightly from 23.6 percent in 1977 to 23.7 percent in 1979. In 1979, ethnic minority males represented 12.4 percent of the on-track faculty; an increase from 12.1 percent in 1977. Ethnic minority females were the only group to decrease their representation in the on-track ranks, from 6.1 percent in 1977 to 5.4 percent in 1979.

The State University's "Other Faculty" (those not tenured or on a tenure track) in 1979 accounted for 9.7 percent of the total faculty, as compared to 11.5 percent in 1977. Like the other two faculty categories, men held the majority of positions in 1979 (61.4%), although this was a decrease from 66.8 percent in 1977. White males comprised 51.7 percent of the Other Faculty category in 1979, a decrease from 54.2 percent in 1977. White females held 34.4 percent of the positions in this category in 1979, up from 28.2 percent in 1977. However, while the percent distribution of women increased in this category, their actual numbers decreased, from 387 in 1977 to 382 in 1979. Ethnic minority males constituted 9.6 percent in 1979, down from 12.6 percent in 1977. Ethnic minority females also decreased their representation in the Other Faculty category, from 5.0 percent in 1977 to 4.2 percent in 1979. While all groups within the Other Faculty category decreased in numbers, white females experienced the least decrease in numbers, resulting in a slight increase in their percent distribution of this category.

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

FULL-TIME FACULTY BY TENURE STATUS AND RANK

STATE UNIVERSITY AND COLLEGES

TENURE STATUS/RANK	GRAND TOTAL	MALE					FEMALE						
		TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
TENURED													
PROFESSORS . . . . .	5,889	5,112	4,694	57	73	275	13	777	714	21	11	30	1
ASSOCIATE PROFESSORS .	2,764	2,085	1,814	72	78	112	9	679	604	19	23	31	2
ASSISTANT PROFESSORS	354	220	169	22	16	10	3	134	107	13	6	7	1
INSTRUCTORS . . . . .	-	-	-	-	-	-	-	-	-	-	-	-	-
LECTURERS . . . . .	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER FACULTY . . . . .	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL . . . . .	9,007	7,417	6,677	151	167	397	25	1,590	1,425	53	40	68	4
PERCENT . . . . .	100 0	82 3	74 1	1 7	1 9	4 4	3	17 7	15 8	6	4	8	.0
NON-TENURED ON TRACK													
PROFESSORS . . . . .	78	68	57	2	3	6	-	10	10	-	-	-	-
ASSOCIATE PROFESSORS .	335	282	229	6	12	31	4	53	38	4	6	5	-
ASSISTANT PROFESSORS	956	622	516	26	39	36	5	334	277	20	20	12	5
INSTRUCTORS . . . . .	5	2	2	-	-	-	-	3	1	-	1	-	1
LECTURERS . . . . .	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER FACULTY . . . . .	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL . . . . .	1,374	974	804	34	54	73	9	400	326	24	27	17	6
PERCENT . . . . .	100 0	70 9	58 5	2 5	3 9	5 3	7	29 1	23 7	1 7	2 0	1 2	.4
OTHER													
PROFESSORS . . . . .	88	78	73	-	1	3	1	10	9	1	-	-	-
ASSOCIATE PROFESSORS	179	144	120	3	4	15	2	35	30	1	3	1	-
ASSISTANT PROFESSORS	643	363	298	15	19	30	1	280	256	10	9	5	-
INSTRUCTORS . . . . .	182	81	70	3	4	4	-	101	84	5	6	5	1
LECTURERS . . . . .	16	13	12	1	-	-	-	3	3	-	-	-	-
OTHER FACULTY . . . . .	2	2	1	-	-	1	-	-	-	-	-	-	-
TOTAL . . . . .	1,110	681	574	22	28	53	4	429	382	17	18	11	1
PERCENT . . . . .	100 0	61 4	51 7	2 0	2 5	4 8	4	38 6	34 4	1 5	1 6	1 0	1
GRAND TOTAL . . . . .	11,491	9,072	8,055	207	249	523	38	2,419	2,133	94	85	96	11
PERCENT . . . . .	100 0	78 9	70 1	1 8	2 2	4 6	3	21 1	18 6	8	7	8	1

# HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977

## FULL-TIME FACULTY BY TENURE STATUS AND RANK CALIFORNIA STATE UNIVERSITY AND COLLEGES

TENURE STATUS/RANK	GRAND TOTAL	MALE					FEMALE				
		WHITE (NON-HIS-panic)	BLACK (NON-HIS-panic)	HIS-panic	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NON-HIS-panic)	BLACK (NON-HIS-panic)	HIS-panic	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
<b>TENURED</b>											
PROFESSORS	5,315	4,634	45	57	220	10	633	15	6	25	2
ASSOCIATE PROFESSORS	3,161	2,174	68	72	149	10	626	24	16	21	1
ASSISTANT PROFESSORS	471	299	20	19	16	4	148	10	5	9	0
INSTRUCTORS	1	0	0	0	1	0	0	0	0	0	0
LECTURERS	1	1	0	0	0	0	0	0	0	0	0
OTHER FACULTY											
TOTAL	8,949	7,408	133	148	386	24	1,407	49	27	55	3
PERCENT	100%	82.8%	1.5%	1.6%	4.3%	0.3%	15.7%	0.5%	0.3%	0.6%	0.0%
<b>NON-TENURED ON TRACK</b>											
PROFESSORS	58	49	0	3	2	0	8	1	0	0	0
ASSOCIATE PROFESSORS	322	264	11	16	23	6	45	6	4	3	0
ASSISTANT PROFESSORS	1,242	831	45	47	40	4	327	33	26	21	4
INSTRUCTORS	21	10	1	0	1	0	8	1	1	0	1
LECTURERS	0	0	0	0	0	0	0	0	0	0	0
OTHER FACULTY											
TOTAL	1,643	1,154	57	66	66	10	388	41	31	24	5
PERCENT	100%	70.2%	3.5%	4.0%	4.0%	0.6%	23.6%	2.5%	1.9%	1.5%	0.3%
<b>OTHER</b>											
PROFESSORS	124	111	6	5	3	0	8	0	4	0	1
ASSOCIATE PROFESSORS	183	156	7	10	12	2	22	1	2	2	0
ASSISTANT PROFESSORS	837	539	16	45	37	6	257	11	19	11	0
INSTRUCTORS	214	105	4	11	3	4	93	3	10	2	1
LECTURERS	12	4	0	1	0	0	7	0	1	0	0
OTHER FACULTY											
TOTAL	1,370	915	33	72	55	12	387	15	36	15	2
PERCENT	100%	66.8%	2.4%	5.3%	4.0%	0.9%	28.2%	1.1%	2.6%	1.1%	0.1%
GRAND TOTALS	11,962	9,477	223	286	507	46	2,182	105	94	94	10
PERCENT	100%	79.2%	1.9%	2.4%	4.2%	0.4%	18.2%	0.9%	0.8%	0.8%	0.1%

## New Hires, Promotions, and Separations

As mentioned in the statewide overview section, the State University's personnel reclassification situation precludes any comparisons between the percentages of new hires, promotions and separations for the Executive/Managerial and Professional/Non-Faculty categories, and the percentages of staff in those categories in the 1977 base year. We can, however, discuss the Faculty category.

Of the 8,949 tenured faculty at the State University in 1977, 17.2 percent were women. Over the following two years, women accounted for 20.9 percent of the 67 new hires into the tenured faculty ranks, 23.7 percent of the 2,006 promotions to or within this classification, and 23.6 percent of the 740 separations from the tenured faculty.

Ethnic minority women, who held 1.5 percent of the tenured faculty positions at the State University in 1977, accounted for 6.0 percent of the new hires, 3.1 percent of the promotions, and 1.6 percent of the separations from the tenured faculty ranks from 1977 to 1979.

Ethnic minority males, who comprised 7.7 percent of the tenured faculty at the State University in 1977, accounted for 10.4 percent of the new hires, 9.5 percent of the promotions, and 4.5 percent of the separations from the tenured faculty over the two-year period from 1977 to 1979.

Of the 1,643 faculty who were not tenured but were on track for tenure at the State University in 1977, 29.8 percent were women. During the ensuing two-year period, women accounted for 30.8 percent of the 884 new hires to the on-track for tenure classification, for 28.1 percent of the 135 promotions to or within this category, and 29.8 percent of the 480 separations from the on-track for tenure classification.

Ethnic minority females, who held 6.1 percent of the on-track for tenure positions in 1977, accounted for 5.9 percent of the new hires to this class, 4.4 percent of the promotions, and 6.9 percent of the separations from the on-track for tenure ranks from 1977 to 1979.

Ethnic minority males comprised 12.1 percent of the on-track for tenure faculty in 1977. From 1977 to 1979, minority males accounted for 13.2 percent of the new hires, 13.3 percent of the promotions, and 15.4 percent of the separations from the on-track for tenure faculty ranks.

Of the 1,370 "Other" faculty at the State University in 1977, 33.2 percent were women. (From 1977 to 1979, the State University

reported hiring 3,889 new "Other" faculty, nearly three times the total number of faculty in this category in 1977. They also reported 3,218 separations from this category over the two-year period. The State University explains the activity in this category as follows:

The "Other Faculty" category in the State University includes only individuals with temporary appointments, typically for a single term or academic year. When such appointments reach their predetermined termination date, a "separation" occurs. If a subsequent appointment is made for the next term or academic year, it will be a "new appointment" regardless of the person appointed, the one whose term just expired or a different person.

As has been noted in previous discussions of the nature of the "Other" faculty category, these faculty are not eligible to receive tenure, since there is no tenure track in this classification.) Over the two-year period from 1977 to 1979, women accounted for 30.7 percent of the 3,889 new hires, 20.5 percent of the 88 promotions, and 30.2 percent of the 3,218 separations from the "Other" faculty ranks.

Ethnic minority women, who comprised 5.0 percent of the "Other" faculty at the State University in 1977, accounted for 5.3 percent of the new hires, 5.7 percent of the promotions, and 5.3 percent of the separations from the "Other" faculty ranks between 1977 and 1979.

Ethnic minority males, 12.6 percent of the "Other" faculty category in 1977, accounted for 12.4 percent of the new hires, 5.7 percent of the promotions, and 12.5 percent of the separations from the "Other" faculty category during the period from 1977 to 1979.



FULL-TIME STAFF  
NEW HIRES  
FALL 1977 TO FALL 1979

STATE UNIVERSITY AND COLLEGES

OCCUPATIONAL CATEGORY	TOTAL STAFF	M A L E S					F E M A L E S					FIL- AMFR		
		TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMFR INDIAN	
EXECUTIVE/ADMINISTRATIVE	176	133	110	9	8	3	1	2	43	35	2	3	1	
TOTAL	176	133	110	9	8	3	1	2	43	35	2	3	1	
PERCENT	100 0	75 6	62 5	5 1	4 5	1 7	6	1 1	24 4	19 9	1 1	1 7	6	
TENURED FACULTY	37	33	30	-	1	2	-	-	4	3	-	1	-	
PROFESSOR	19	13	11	1	1	-	-	-	6	5	-	-	1	
ASSOCIATE PROFESSOR	8	6	4	-	1	-	-	1	2	1	-	-	-	
ASSISTANT PROFESSOR	2	1	1	-	-	-	-	-	1	-	-	-	1	
INSTRUCTOR	1	-	-	-	-	-	-	1	1	-	-	-	-	
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	
OTHER RANK	67	53	46	1	3	2	-	1	14	10	-	1	2	
TOTAL	100 0	79 1	68 7	1 5	4 5	3 0	-	1 5	20 9	14 9	-	1 5	3 0	
PERCENT														
NON-TENURED FACULTY	89	78	65	1	7	5	-	-	11	11	-	-	-	
PROFESSOR	218	181	145	7	9	17	2	1	37	30	2	4	1	
ASSOCIATE PROFESSOR	567	349	282	10	32	19	1	5	218	173	10	20	3	
ASSISTANT PROFESSOR	9	4	3	-	1	-	-	-	5	5	-	-	-	
INSTRUCTOR	1	-	-	-	-	-	-	-	1	1	-	-	-	
LECTURER	884	612	495	18	49	41	3	6	272	220	12	24	1	
TOTAL	100 0	69 2	56 0	2 0	5 5	4 6	3	7	30 8	24 9	1 4	2 7	1 3	
PERCENT														
OTHER FACULTY	616	569	512	9	11	32	1	4	47	38	2	3	-	
PROFESSOR	698	600	494	16	29	54	3	4	98	86	4	4	-	
ASSOCIATE PROFESSOR	1894	1198	948	44	126	71	1	8	696	584	21	64	3	
ASSISTANT PROFESSOR	596	287	229	11	33	7	2	5	309	246	6	79	5	
INSTRUCTOR	85	42	30	-	5	6	1	-	43	33	1	6	-	
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	
OTHER RANK	3889	2696	2213	80	204	170	8	21	1193	987	34	116	8	
TOTAL	100 0	69 3	56 9	2 1	5 2	4 4	2	5	30 7	25 4	9	3 0	1 2	
PERCENT														
PROFESSIONAL NON-FACULTY	1176	639	452	63	70	37	5	12	537	395	47	39	5	
TOTAL	1176	639	452	63	70	37	5	12	537	395	47	39	5	
PERCENT	100 0	54 3	38 4	5 4	6 0	3 1	4	1 0	45 7	33 6	4 0	3 3	4 3	
GRAND TOTAL	6192	4133	3316	171	334	253	17	42	2059	1647	95	190	18	
PERCENT	100 0	66 7	53 6	2 8	5 4	4 1	3	7	33 3	26 6	1 5	3 1	3	

FULL-TIME STAFF  
PROMOTIONS  
FALL 1977 TO FALL 1979

STATE UNIVERSITY AND COLLEGES

OCCUPATIONAL CATEGORY	TOTAL STAFF	M A L E S					F E M A L E S					FIL- AMER		
		TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	FIL- IPINO	AMER INDIAN
EXECUTIVE/ADMINISTRATIVE														
WITHIN CLASS	113	90	73	7	6	2	2	23	21	-	1	-	-	1
TO CLASS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	113	90	73	7	6	2	2	23	21	-	1	-	-	1
PERCENT	100 0	79 6	64 6	6 2	5 3	1 8	-	20 4	18 6	-	9	-	-	9
TENURED FACULTY														
TO PROFESSOR	1254	1019	904	14	26	68	2	235	212	9	5	7	-	2
TO ASSOCIATE PROFESSOR	744	507	433	24	26	19	1	237	198	12	11	12	2	2
TO ASSISTANT PROFESSOR	6	2	1	-	-	1	-	4	3	-	-	1	-	-
TO INSTRUCTOR	1	1	1	-	-	-	-	-	-	-	-	-	-	-
TO LECTURER	1	1	1	-	1	-	-	-	-	-	-	-	-	-
TO OTHER RANK	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	2006	1530	1339	38	53	88	3	476	413	21	16	20	2	4
PERCENT	100 0	76 3	66 7	1 9	2 6	4 4	1	23 7	20 6	1 0	8	1 0	1	2
NON-TENURED FACULTY														
TO PROFESSOR	12	12	9	-	-	2	-	-	-	-	-	-	-	-
TO ASSOCIATE PROFESSOR	108	75	62	2	4	6	1	33	28	3	-	2	-	-
TO ASSISTANT PROFESSOR	15	10	8	1	-	1	-	5	4	1	-	-	-	-
TO INSTRUCTOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO OTHER RANK	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	135	97	79	3	4	9	1	38	32	4	-	2	-	-
PERCENT	100 0	71 9	58 5	2 2	3 0	6 7	7	28 1	23 7	3 0	-	1 5	-	-
OTHER FACULTY														
TO PROFESSOR	31	27	25	-	1	1	-	4	3	-	-	-	-	1
TO ASSOCIATE PROFESSOR	54	41	38	1	2	-	-	13	9	-	3	1	-	-
TO ASSISTANT PROFESSOR	3	2	2	-	-	-	-	1	1	-	-	-	-	-
TO INSTRUCTOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TO OTHER RANK	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	88	70	65	1	3	1	-	18	13	-	3	1	-	1
PERCENT	100 0	79 5	73 9	1 1	3 4	1 1	-	20 5	14 8	-	3 4	1 1	-	1 1
PROFESSIONAL NON-FACULTY														
WITHIN CLASS	347	159	129	10	9	10	1	188	148	11	13	11	3	2
TO CLASS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	347	159	129	10	9	10	1	188	148	11	13	11	3	2
PERCENT	100 0	45 8	37 2	2 9	2 6	2 9	3	54 2	42 7	3 2	3 7	3 2	9	6
GRAND TOTAL	2689	1946	1685	59	75	110	5	743	627	36	33	34	5	8
PERCENT	100 0	72 4	62 7	2 2	2 8	4 1	2	27 6	23 3	1 3	1 2	1 3	2	3

FULL-TIME STAFF  
SEPARATIONS  
FALL 1977 TO FALL 1979

STATE UNIVERSITY AND COLLEGES

OCCUPATIONAL CATEGORY	TOTAL STAFF	H A L E S					F I L A H E S					F I L A H E S				
		TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMER INDIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMER INDIAN	
EXECUTIVE/ADMINISTRATIVE	177	152	137	7	6	1	1	-	25	21	2	-	2	-	-	
TOTAL	177	152	137	7	6	1	1	-	25	21	2	-	2	-	-	
PERCENT	100.0	85.9	77.4	4.0	3.4	6	6	-	14.1	11.9	1.1	-	1.1	-	-	
TENURED FACULTY	478	390	375	4	1	10	-	-	88	86	-	-	2	-	-	
PROFESSOR	193	139	125	7	5	1	1	-	54	46	4	2	2	-	-	
ASSOCIATE PROFESSOR	66	33	29	-	-	3	-	1	33	31	-	1	1	-	-	
ASSISTANT PROFESSOR	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
INSTRUCTOR	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
OTHER RANK	740	565	532	11	6	14	1	1	175	163	4	3	5	-	-	
TOTAL	100.0	76.4	71.9	1.5	8	1.9	1	1	23.6	22.0	5	4	7	-	-	
PERCENT																
NON-TENURED FACULTY	19	15	11	-	4	-	-	-	4	3	1	-	-	-	-	
PROFESSOR	68	55	44	3	4	3	1	-	13	9	2	2	-	-	-	
ASSOCIATE PROFESSOR	377	260	202	21	18	17	-	2	117	91	14	5	5	-	2	
ASSISTANT PROFESSOR	15	7	6	-	1	-	-	-	8	6	1	1	-	-	-	
INSTRUCTOR	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-	
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
OTHER RANK	480	337	263	24	27	20	1	2	143	110	18	8	5	-	2	
TOTAL	100.0	70.2	54.8	5.0	5.6	4.2	2	4	29.8	22.9	3.7	1.7	1.0	-	4	
PERCENT																
OTHER FACULTY	518	471	421	7	14	26	-	3	47	40	1	3	2	-	1	
PROFESSOR	554	480	401	13	21	41	1	3	74	59	6	5	4	-	-	
ASSOCIATE PROFESSOR	1603	1027	812	40	102	68	-	5	576	471	21	55	23	5	1	
ASSISTANT PROFESSOR	470	236	184	12	27	5	3	5	234	196	10	21	4	-	3	
INSTRUCTOR	73	32	25	-	3	4	-	-	41	34	2	4	1	-	-	
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
OTHER RANK	3218	2246	1843	72	167	144	4	16	972	800	40	88	34	5	5	
TOTAL	100.0	69.8	57.3	2.2	5.2	4.5	1	5	30.2	24.9	1.2	2.7	1.1	2	2	
PERCENT																
PROFESSIONAL NON-FACULTY	1064	561	411	59	54	27	4	6	503	376	52	40	27	4	4	
TOTAL	1064	561	411	59	54	27	4	6	503	376	52	40	27	4	4	
PERCENT	100.0	52.7	38.6	5.5	5.1	2.5	4	6	47.3	35.3	4.9	3.8	2.5	4	4	
GRAND TOTAL	5679	3861	3186	173	260	206	11	25	1818	1470	116	139	73	9	11	
PERCENT	100.0	68.0	56.1	3.0	4.6	3.6	2	4	32.0	25.9	2.0	2.4	1.3	2	2	

## SECTION IV

### UNIVERSITY OF CALIFORNIA

#### Classification/Occupational Activity

In 1979, the University of California had 57,144 full-time employees (an increase from 55,401 in 1977), and more than twice as many as the State University and over a third more staff than were employed by all the Community Colleges. (For this report, the University's full-time staff does not include federally funded, special purpose research lab personnel.) Of the full-time staff employed in the University in 1979, more than half were women, as was the case in 1977. However, women continued to be most frequently found in the Secretarial/Clerical, Professional/Non-Faculty, and Technical/Paraprofessional classifications, comprising 86.4 percent, 65.3 percent, and 54.6 percent of those classes, respectively, in 1979. As in 1977, ethnic minority males in the University were most likely to be found in the Service/Maintenance category in 1979. Minority females were most in evidence in the Secretarial/Clerical category in 1979, as they were in 1977.

The number of persons reported in the Executive/Administrative/Managerial category increased from 1,301 in 1977 to 1,707 in 1979. The Executive/Administrative/Managerial classification at the University in 1979 was 66.7 percent male and 88.1 percent white. In 1977, these figures were 68.2 percent and 89.1 percent, respectively. Women constituted 33.3 percent of this category in 1979, as compared to 31.8 percent in 1977. Minority women increased their percentage of the Executive category from 2.8 percent in 1977, to 3.4 percent in 1979. Minority males were 8.4 percent of the Executive staff at the University in 1979, and 8.1 percent in 1977. Black men and women were represented in larger proportions on the University's Executive staff than any other ethnic minority group in 1979, this was also the case in 1977.

The total number of faculty in the University increased slightly over the two-year period, from 13,339 in 1977 to 13,499 in 1979. The Faculty category at the University in 1979 was more predominantly male (80.6%) than the Executive category, although somewhat less than it was in 1977 (82.2%). White males constituted 71.1 percent of the University's faculty in 1979, a decrease from 73.2 percent in 1977. White females were 16.5 percent of the Faculty category in 1979, up from 15.2 percent in 1977. Ethnic minority males held 9.4 percent of the Faculty category in 1979, an increase from their 1977 percentage of 8.9 percent. Ethnic minority females also increased their representation, from 2.6 percent in 1977, to 2.8 percent in 1979. Asian men and women were represented to a greater extent than any other minority group on the University faculty in both 1977 and 1979.

Women predominated in the Professional/Non-Faculty category at the University in both 1977 (64.3%) and 1979 (65.3%). Ethnic minorities constituted 20.6 percent of the Professional/Non-Faculty staff in 1979, considerably more than their percentages of either the Executive or Faculty classifications. As was the case with white females, ethnic minority females held a higher proportion of the Professional/Non-Faculty category in 1979 (13.4%), than did their male counterparts (7.1%). This was also the case in 1977, when the figures were 12.6 percent and 6.7 percent, respectively. In this classification, as with the Faculty category, Asian men and women were represented to a greater extent than any other minority group in both 1977 and 1979.

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

FULL-TIME STAFF BY OCCUPATIONAL ACTIVITY

UNIVERSITY OF CALIFORNIA

ACTIVITY	GRAND TOTAL	MALE					FEMALE						
		WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN OR INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN OR INDIAN OR ALASKAN NATIVE	
EXEC/ADMIN/MANAGERIAL PERCENT . . . . .	1,707 100 0	1,139 66.7	995 58.3	73 4.3	33 1 9	29 1 7	9 .5	568 33 3	508 29 8	28 1.6	14 8	16 9	2 1
FACULTY PERCENT	13,499 100 0	10,877 80 6	9,602 71 1	179 1 3	310 2 3	757 5 6	29 .2	2,622 19 4	2,226 16.5	98 .7	74 .5	209 1 5	15 1
PROFESSIONAL/NON-FACULTY PERCENT . . . . .	13,016 100 0	4,514 34 7	3,587 27 6	224 1 7	207 1 6	471 3 6	25 2	8,502 65 3	6,754 51 9	377 2 9	248 1 9	1,094 8 4	29 .2
SECRETARIAL/CLERICAL PERCENT . . . . .	16,735 100 0	2,274 13.6	1,448 8 7	334 2 0	283 1.7	194 1 2	15 1	14,461 86 4	10,142 60.6	1,768 10 6	1,372 8 2	1,066 6 4	113 7
TECHNICAL/PARAPROFESSIONAL PERCENT . . . . .	5,461 100 0	2,481 45 4	1,744 31 9	303 5 5	198 3 6	222 4 1	14 3	2,980 54 6	1,716 31 4	647 11 8	332 6 1	267 4 9	18 3
SKILLED CRAFTS PERCENT	1,559 100.0	1,478 94 8	1,146 73 5	117 7 5	130 8 3	63 4 0	22 1.4	81 5 2	60 3 8	5 3	12 .8	4 3	- -
SERVICE/MAINTENANCE PERCENT	5,167 100 0	3,354 64 9	1,396 27 0	1,027 19 9	642 12 4	263 5 1	26 5	1,813 35 1	583 11 3	801 15 5	300 5 8	113 2 2	16 3
TOTAL PERCENT . . . . .	57,144 100 0	26,117 45 7	19,918 34 9	2,257 3 9	1,803 3 2	1,999 3 5	140 2	31,027 54.3	21,989 38 5	3,724 6 5	2,352 4 1	2,769 4 8	193 3

# HIGHER EDUCATION STAFF INFORMATION (EE0-6) -- 1977

## FULL-TIME STAFF BY OCCUPATIONAL ACTIVITY

### UNIVERSITY OF CALIFORNIA

ACTIVITY	GRAND TOTAL	MALE					FEMALE				
		WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL	1,301	887	58	28	19	1	414	378	24	6	-
PERCENT ..	100.0	68.2	4.5	2.2	1.5	-	31.8	29.1	1.8	0.5	-
FACULTY	13,339	10,962	183	259	708	43	2,377	2,025	92	69	15
PERCENT ..	100.0	82.2	1.4	1.9	5.3	0.3	17.8	15.2	0.7	0.5	0.1
PROFESSIONAL/NON-FACULTY	12,082	4,315	199	186	401	21	7,767	6,240	340	220	29
PERCENT ..	100.0	35.7	1.6	1.5	3.3	0.2	64.3	51.6	2.8	1.8	0.2
SECRETARIAL/CLERICAL	16,402	2,214	334	265	180	12	14,188	10,147	1,699	1,213	115
PERCENT ...	100.0	13.5	2.0	1.6	1.1	0.1	86.5	61.9	10.4	7.4	0.7
TECHNICAL/PARAPROFESSIONAL	5,351	2,517	317	190	191	16	2,834	1,706	626	285	20
PERCENT ..	100.0	47.0	5.9	3.6	3.6	0.3	53.0	31.9	11.7	5.3	0.4
SKILLED CRAFTS	1,527	1,488	92	125	48	25	39	29	2	6	-
PERCENT ..	100.0	97.4	6.0	8.2	3.1	1.6	2.6	1.9	0.1	0.4	-
SERVICE/MAINTENANCE	5,399	3,490	1,086	606	222	29	1,909	640	893	267	13
PERCENT ..	100.0	64.6	20.1	11.2	4.1	0.5	35.4	11.9	16.5	4.9	0.2
TOTAL	55,401	25,873	2,029	1,659	1,769	147	29,528	21,165	3,676	2,066	192
PERCENT ..	100.0	46.7	3.6	3.0	3.2	0.3	53.3	38.2	6.6	3.7	0.3

## Compensation

There were 406 more Executive/Administrative/Managerial personnel on eleven-month contracts at the University in 1979 (1,707), than in 1977 (1,301). Of the men, 66.5 percent earned \$30,000 or more in 1979; in 1977, 40.6 percent earned that salary. Of white males, 69.4 percent were in the top salary bracket in 1979, while 43.0 percent received \$30,000 or more in 1977. In contrast, of all women in the University's Executive category, 24.3 percent earned salaries of \$30,000 or more; in 1977, 8.0 percent earned that amount. Of white females in the Executive category, 25.6 percent earned \$30,000 or more, as compared to 8.2 percent in 1977. In 1979, 46.5 percent of ethnic minority males were in the top salary bracket; in 1977, the figure was 22.6 percent. Of ethnic minority females in the Executive category, 13.3 percent were in the \$30,000 and above range in 1979; in 1977, 5.6 percent were in that range.

Obviously, there has been considerable movement of University Executive staff into the \$30,000 and above salary range, regardless of sex or ethnicity. However, it is difficult to determine how much of the salary range increases were due to promotions and related salary increases, and how much to the considerable across-the-board salary increases that occurred between 1977 and 1979. (This will be the case with all discussions of salary increases in this section.)

(The University had no Executive staff paid on a nine-month contract basis.)

In the University Faculty category in 1979, there were 7,943 persons employed on eleven-month contracts, as compared to 7,822 persons in 1977. (Apparently, the majority of University faculty teach or work in research on an eleven-month basis, or at least were reported as such for this report.) In 1979, the single largest concentration of men (37.0%) was in the \$30,000 and above salary range; in 1977, the figure was 27.3 percent. In contrast, women in the eleven-month Faculty category continued to cluster two categories below the men, mainly in the \$19,000 to \$24,999 (37.4%), as they did in 1977 (33.8%). Only 14.1 percent of all women faculty at the University received salaries of \$30,000 or more in 1979, although this was an improvement over the 7.6 percent of female faculty who were in that range in 1977. Of white male faculty, 39.1 percent were in the top salary range in 1979; in 1977, 28.9 percent were in that bracket. Of white female faculty, 15.5 percent received salaries of \$30,000 and above, an increase from 8.0 percent in 1977. Ethnic minority males, like women, also were clustered in the \$19,000 to \$24,999 range in 1979; in 1977, minority males were clustered one range lower. Of ethnic minority male faculty, 22.5 percent received \$30,000 or more in 1979, up from 15.1 percent in 1977. Ethnic minority females were also clustered in the \$19,000 to \$24,999 range in 1979, and they too



were clustered one range lower in 1977. Of all minority female faculty, 7.1 percent received \$30,000 or more; in 1977, their figure was 5.3 percent in this range.

The University employed 5,556 persons in the nine-month contract Faculty category in 1979, as compared to 5,517 in 1977. From 1977 to 1979, the largest concentration of male faculty moved from \$19,000 to \$24,999 range to the \$30,000 and above range, a shift of two full ranges. In contrast, women faculty, who in 1977 were concentrated in the \$16,000 to \$18,999 range, moved only one range, to the \$19,000 to \$24,000 bracket. Of all faculty who received \$30,000 or more in 1979 (1,994), 95.9 percent (1,913) were men (88.7% white males; 7.2% minority males). In 1977, 97.7 percent of those who received the top salary were men (91.2% white; 6.5% minority). Seventy-seven white women accounted for 3.9 percent of the faculty who received \$30,000 or more in 1979; four ethnic minority women for 0.2 percent of this range. In 1977, twenty white women accounted for 2.2 percent of the faculty receiving salaries in this top range; the one ethnic minority woman accounted for 0.1 percent of this range.

There were 13,016 persons in the Professional/Non-Faculty category employed on eleven-month contracts in 1979, as compared to 12,082 in 1977. In 1979, the largest concentration of Professional/Non-Faculty staff, regardless of sex or ethnicity, was in the \$19,000 to \$24,999 range. This was also the case for men, regardless of ethnicity, in 1977; women, however, were clustered one range lower in 1977, in the \$16,000 to \$18,999 range. Of all male Professional/Non-Faculty staff in 1979, 15.4 percent received salaries of \$30,000 and above, which is considerably higher than the 1977 figure of 5.1 percent. Of all female Professional/Non-Faculty staff, 2.1 percent received salaries of \$30,000 and above in 1979, up from 0.6 percent in 1977. Of all white male Professional/Non-Faculty staff in 1979, 16.7 percent made \$30,000 or more, as compared to 5.8 percent in 1977. Of white female Professional/Non-Faculty staff, 2.1 percent were in the top salary bracket; in 1977, the figure was 0.6 percent. In 1979, 10.4 percent of all minority male Professional/Non-Faculty staff were in the top salary range; up considerably from 2.0 percent in 1977. Of minority female Professional/Non-Faculty staff in 1979, 1.8 percent (31 women) made \$30,000 or more, an increase from the 0.3 percent (4 women) who were in that top range in 1977. (The University had no Professional/Non-Faculty staff paid on a nine-month contract basis.)

Among these three top professional groups, the greatest change in the proportion of staff making the top salary of \$30,000 and above, was in the Professional/Non-Faculty group, who increased their percent participation in the top salary range by over 200 percent (from 2.2% to 6.7%) over the two-year period. In comparison, Executive staff increased their percent participation in the top salary range by

nearly 74 percent (from 30.2% to 52.5% from 1977 to 1979). University faculty increased their percent participation in the \$30,000 and above salary range by nearly 37 percent (from 23.3% of faculty who were in the top range in 1977, to 31.9% of the faculty so paid in 1979).

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 11-MONTH CONTRACT

UNIVERSITY OF CALIFORNIA

ACTIVITY	GRAND TOTAL	MALE					FEMALE					ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	TOTAL	WHITE (NON-HISPANIC)	BLACK (NON-HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER		
EXEC/ADMIN/MANAGERIAL													
BELOW \$7,500 ..	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999 ..	-	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999 ..	-	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999 ..	14	8	7	1	-	-	-	6	6	-	-	-	-
\$16,000 - 18,999 ..	109	41	32	4	1	2	2	68	58	2	4	4	-
\$19,000 - 24,999 ..	419	173	139	22	4	5	3	246	215	15	7	7	2
\$25,000 - 29,999 ..	269	159	126	15	13	5	-	110	99	7	2	2	-
\$30,000 AND ABOVE ..	896	758	691	31	15	17	4	138	130	4	1	3	-
TOTAL ..	1,707	1,139	995	73	33	29	9	568	508	28	14	16	2
PERCENT ..	100.0	66.7	58.3	4.3	1.9	1.7	5	33.3	29.8	1.6	8	9	1
FACULTY													
BELOW \$7,500 ..	23	11	8	1	2	-	-	12	11	1	-	-	-
\$7,500 - 9,999 ..	3	1	1	-	-	-	-	2	-	-	1	1	-
\$10,000 - 12,999 ....	31	21	17	-	1	3	-	10	7	-	1	2	-
\$13,000 - 15,999 ....	844	596	478	10	21	87	-	248	198	13	2	33	2
\$16,000 - 18,999 ..	1,310	970	797	15	51	101	6	340	275	16	14	32	3
\$19,000 - 24,999 ..	2,323	1,661	1,424	25	36	172	4	662	547	23	17	74	1
\$25,000 - 29,999 ..	873	627	558	10	13	45	1	246	220	6	5	13	2
\$30,000 AND ABOVE ..	2,536	2,286	2,111	18	39	113	5	250	230	8	2	10	-
TOTAL ..	7,943	6,173	5,394	79	163	521	16	1,770	1,488	67	42	165	8
PERCENT ..	100.0	77.7	67.9	1.0	2.1	6.6	2	22.3	18.7	8	5	2.1	1
PROFESSIONAL NON-FACULTY													
BELOW \$7,500 ..	20	13	13	-	-	-	-	7	7	-	-	-	-
\$7,500 - 9,999 ..	4	2	2	-	-	-	-	2	2	-	-	-	-
\$10,000 - 12,999 ..	12	4	1	1	1	1	-	8	5	-	2	1	-
\$13,000 - 15,999 ..	1,274	410	312	22	25	47	4	864	687	36	35	106	-
\$16,000 - 18,999 ..	4,003	834	646	47	45	89	7	3,169	2,520	128	88	423	10
\$19,000 - 24,999 ..	5,365	1,715	1,334	102	80	194	5	3,650	2,882	175	105	477	11
\$25,000 - 29,999 ..	1,469	842	681	36	39	80	6	627	507	33	14	66	7
\$30,000 AND ABOVE ..	869	694	598	16	17	60	3	175	144	5	4	21	1
TOTAL ..	13,016	4,514	3,587	224	207	471	25	8,502	6,754	377	248	1,094	29
PERCENT ..	100.0	34.7	27.6	1.7	1.6	3.6	2	65.3	51.9	2.9	1.9	8.4	2
GRAND TOTAL													
BELOW \$7,500 ..	22,666	11,826	9,976	376	403	1,021	50	10,840	8,750	472	304	1,275	39
PERCENT ..	100.0	52.2	44.0	1.7	1.8	4.5	2	47.8	38.6	2.1	1.3	5.6	2

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1977

FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 11-MONTH CONTRACT

UNIVERSITY OF CALIFORNIA

ACTIVITY	GRAND TOTAL	MALE					FEMALE				
		WHITE (NON-HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- IAN OR ALASKAN NATIVE	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- IAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL											
BELOW \$7,500.....	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	20	10	1	1	1	8	8	-	-	-	-
\$16,000 - 18,999	253	84	10	6	3	150	136	8	4	2	-
\$19,000 - 24,999	310	126	26	8	6	144	129	10	2	3	-
\$25,000 - 29,999	325	225	9	9	2	1	79	4	-	1	-
\$30,000 AND ABOVE	393	336	12	4	8	33	31	2	-	-	-
TOTAL	1,301	781	58	28	19	414	378	24	6	6	-
PERCENT..	100 0	60.0	4.5	2.2	1.5	31.8	29.1	1.8	0.5	0.5	-
FACULTY											
BELOW \$7,500.	24	7	2	-	-	15	13	-	-	2	-
\$7,500 - 9,999	3	1	-	-	1	1	1	-	-	-	-
\$10,000 - 12,999	315	172	3	5	60	1	53	2	3	15	1
\$13,000 - 15,999	1,368	867	20	34	91	10	277	16	15	35	3
\$16,000 - 18,999	1,598	1,050	18	32	115	8	305	23	10	37	-
\$19,000 - 24,999	1,836	1,151	22	25	106	1	531	14	8	40	1
\$25,000 - 29,999	854	687	11	7	36	3	110	3	-	6	-
\$30,000 AND ABOVE	1,824	1,596	10	21	74	4	119	106	5	2	-
TOTAL	7,822	5,531	86	124	483	27	1,571	63	38	141	5
PERCENT.	100.0	70.7	1.1	1.6	6.2	0.3	16.9	0.8	0.5	1.8	0.1
PROFESSIONAL NON-FACULTY											
BELOW \$7,500...	12	8	-	-	-	4	4	-	-	-	-
\$7,500 - 9,999	6	3	-	-	-	3	2	-	-	-	1
\$10,000 - 12,999	537	145	9	7	11	1	392	12	13	53	-
\$13,000 - 15,999	3,282	741	581	40	73	7	2,541	105	89	297	9
\$16,000 - 18,999	4,100	1,020	796	60	110	3	3,080	144	86	399	9
\$19,000 - 24,999	3,225	1,691	1,382	69	161	7	1,534	74	28	174	8
\$25,000 - 29,999	657	488	418	18	36	2	169	147	5	11	2
\$30,000 AND ABOVE	263	219	203	3	10	1	44	40	-	4	-
TOTAL	12,082	4,315	3,508	199	401	21	7,767	340	220	938	29
PERCENT..	100 0	35.7	29.0	1.7	3.3	0.2	64.3	2.8	1.8	7.8	0.2
GRAND TOTAL											
PERCENT	21,205	11,453	9,820	343	903	49	9,752	427	264	1,085	34
	100 0	54 0	46.3	1.6	4.3	0.2	46 0	2 0	1 2	5 1	0.2

# HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

## FULL-TIME-STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 9-MONTH CONTRACT

### UNIVERSITY OF CALIFORNIA

ACTIVITY	GRAND TOTAL	MALE					FEMALE					
		TOTAL	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	WHITE (NON- HIS- PANIC)	BLACK (NON- HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
EXEC/ADMIN/MANAGERIAL												
BELOW \$7,500	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	-	-	-	-	-	-	-	-	-	-	-	-
\$25,000 - 29,999	-	-	-	-	-	-	-	-	-	-	-	-
\$30,000 AND ABOVE	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-	-	-	-
PERCENT	-	-	-	-	-	-	-	-	-	-	-	-
FACULTY												
BELOW \$7,500	1	1	1	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	2	2	2	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	14	6	5	-	1	-	-	6	-	1	1	-
\$13,000 - 15,999	51	31	29	1	1	-	-	19	-	-	1	-
\$16,000 - 18,999	772	498	425	16	34	21	2	274	9	9	21	1
\$19,000 - 24,999	1,752	1,379	1,193	47	63	70	6	373	17	19	17	6
\$25,000 - 29,999	970	874	784	18	18	51	3	96	4	1	3	-
\$30,000 AND ABOVE	1,994	1,913	1,769	18	30	94	2	81	77	1	2	1
TOTAL	5,556	4,704	4,208	100	147	236	13	852	31	32	44	7
PERCENT	100 0	84.7	75.7	1.8	2.6	4.2	2	15.3	6	6	8	1
PROFESSIONAL NON-FACULTY												
BELOW \$7,500	-	-	-	-	-	-	-	-	-	-	-	-
\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-
\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-	-	-
\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-	-	-
\$19,000 - 24,999	-	-	-	-	-	-	-	-	-	-	-	-
\$25,000 - 29,999	-	-	-	-	-	-	-	-	-	-	-	-
\$30,000 AND ABOVE	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-	-	-	-
PERCENT	-	-	-	-	-	-	-	-	-	-	-	-
GRAND TOTAL	5,556	4,704	4,208	100	147	236	13	852	31	32	44	7
PERCENT	100 0	84.7	75.7	1.8	2.6	4.2	2	15.3	6	6	8	1

# HIGHER EDUCATION STAFF INFORMATION (EE0-6)--1977

## FULL-TIME STAFF BY SELECTED OCCUPATIONAL ACTIVITY AND SALARY RANGE, 9-MONTH CONTRACT

### UNIVERSITY OF CALIFORNIA

	EXEC/ADMIN/MANAGERIAL	MALE					FEMALE						
		GRAND TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HIS- PANIC)	BLACK (NON-HIS- PANIC)	HIS- PANIC	ASIAN OR PACIFIC ISLAND- ER	AMER- ICAN INDIAN OR ALASKAN NATIVE
		-	-	-	-	-	-	-	-	-	-	-	-
	BELOW \$7,500												
	\$7,500 - 9,999	-	-	-	-	-	-	-	-	-	-	-	-
	\$10,000 - 12,999	-	-	-	-	-	-	-	-	-	-	-	-
	\$13,000 - 15,999	-	-	-	-	-	-	-	-	-	-	-	-
	\$16,000 - 18,999	-	-	-	-	-	-	-	-	-	-	-	-
	\$19,000 - 24,999	-	-	-	-	-	-	-	-	-	-	-	-
	\$25,000 - 29,999	-	-	-	-	-	-	-	-	-	-	-	-
	\$30,000 AND ABOVE	-	-	-	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	-	-	-	-	-	-	-	-	-

## Full-Time Faculty by Tenure Status and Rank

Of the full-time faculty in the University in 1979, 39.1 percent were tenured. (Note: For this report, the University includes the large group of "Other Faculty" who are ineligible for tenure, thus the relatively low figure for those faculty who are tenured. Had the "Other Faculty" group been excluded, then 79.8% of the faculty would have been reported as tenured.) In 1977, the percent of University faculty who were tenured was 38.6 percent. The tenured faculty at the University was predominantly male in 1979, with only 7.5 percent of the tenured faculty being women. This was also true in 1977, when women were 6.7 percent of the University's tenured faculty. White males comprised 84.4 percent of the tenured faculty in 1979, a decrease from 86.1 percent in 1977. White females made up 6.8 percent of the tenured faculty in 1979, a slight increase from 6.1 percent in 1977. Ethnic minority males, who constituted 7.2 percent of the tenured faculty in 1977, had increased their percentage to 8.1 percent in 1979. Ethnic minority females comprised 0.7 percent of the tenured ranks in 1979; in 1977, their figure was 0.6 percent.

University faculty who are not yet tenured but are "on-track" for tenure constituted 10.1 percent of the total faculty in 1979; a decrease from 11.4 percent in 1977. (In actual numbers, the on-track category dropped from 1,521 in 1977 to 1,367 in 1979.) Of the on-track faculty, women accounted for 25.3 percent in 1979, up from 22.4 percent in 1977. Both white and minority women increased their proportions in the on-track category in 1979. White females who had held 18.9 percent of the on-track positions in 1977, held 21.2 percent in 1979. Similarly, minority women increased from 3.4 percent in 1977, to 4.1 percent in 1979. Men in the on-track category in 1979 accounted for 74.7 percent, a decrease in their percentage in this category from 77.6 percent in 1977. Both white and minority males decreased their percentage in the on-track faculty category over the two-year period: white males from 66.3 percent to 63.9 percent, and ethnic minority males from 11.3 percent to 10.8 percent.

The 6,745 Other Faculty at the University in 1979 accounted for 50.0 percent of the total full-time University faculty. The 6,674 Other Faculty in 1977, had also constituted 50.0 percent of the total Faculty at that time. In 1979, men held 72.3 percent of the positions in this category, a decrease from 74.6 percent in 1977. White males in 1979 were 62.0 percent of this category, down from 64.9 percent in 1977. Ethnic minority males increased their percentage of the Other Faculty group over the two-year period, from 9.8 percent in 1977 to 10.3 percent in 1979. Women constituted 27.7 percent of the Other Faculty category in 1979, up from 25.4 percent in 1977. White women increased their proportion of this category from 21.3 percent in 1977 to 23.2 percent in 1979. Ethnic minority women also increased their representation in the Other Faculty category, from 4.0 percent in 1977 to 4.5 percent in 1979.

HIGHER EDUCATION STAFF INFORMATION (EEO-6) -- 1979

FULL-TIME FACULTY BY TENURE STATUS AND RANK

UNIVERSITY OF CALIFORNIA

TENURE STATUS/RANK	GRAND TOTAL	MALE					FEMALE						
		TOTAL	WHITE (NON-HIS-PANIC)	BLACK (NON-HIS-PANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLAND-ER	AMER-ICAN INDIAN OR ALASKAN NATIVE	TOTAL	WHITE (NON-HIS-PANIC)	BLACK (NON-HIS-PANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLAND-ER	AMER-ICAN INDIAN OR ALASKAN NATIVE
TENURED													
PROFESSORS	3,715	3,546	3,274	31	56	177	8	169	162	1	3	3	-
ASSOCIATE PROFESSORS	1,539	1,351	1,206	33	49	58	5	188	166	6	7	8	1
ASSISTANT PROFESSORS	-	-	-	-	-	-	-	-	-	-	-	-	-
INSTRUCTORS..	-	-	-	-	-	-	-	-	-	-	-	-	-
LECTURERS	133	84	67	4	5	7	1	49	41	2	2	3	1
OTHER FACULTY	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	5,387	4,981	4,547	68	110	242	14	406	369	9	12	14	2
PERCENT	100.0	92.5	84.4	1.3	2.0	4.5	3	7.5	6.8	2	2	3	0
NON-TENURED ON TRACK													
PROFESSORS	21	18	16	-	1	1	-	3	2	1	-	-	-
ASSOCIATE PROFESSORS	12	9	6	1	1	1	-	3	2	-	1	-	-
ASSISTANT PROFESSORS	1,333	993	851	36	45	57	4	340	286	14	11	26	3
INSTRUCTORS	1	1	1	-	-	-	-	-	-	-	-	-	-
LECTURERS	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER FACULTY	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	1,367	1,021	874	37	47	59	4	346	290	15	12	26	3
PERCENT	100.0	74.7	63.9	2.7	3.4	4.3	3	25.3	21.2	1.1	9	1.9	2
OTHER													
PROFESSORS	1,070	854	784	16	10	43	1	216	202	3	2	7	2
ASSOCIATE PROFESSORS	878	557	478	6	16	56	1	321	270	9	7	34	1
ASSISTANT PROFESSORS	1,400	1,034	875	8	34	117	-	366	297	15	13	38	3
INSTRUCTORS	90	72	60	1	2	9	-	18	14	1	-	3	-
LECTURERS	559	341	297	7	20	17	-	218	187	9	9	12	1
OTHER FACULTY	2,748	2,017	1,687	36	71	214	9	731	597	37	19	75	3
TOTAL..	6,745	4,875	4,181	74	153	456	11	1,870	1,567	74	50	169	10
PERCENT	100.0	72.3	62.0	1.1	2.3	6.8	2	27.7	23.2	1.1	7	2.5	1
GRAND TOTAL	13,499	10,877	9,602	179	310	757	29	2,622	2,226	98	74	209	15
PERCENT	100.0	80.6	71.1	1.3	2.3	5.6	2	19.4	16.5	7	5	1.5	.1



HIGHER EDUCATION STAFF INFORMATION (EEO-6)--1977

FULL-TIME FACULTY BY TENURE STATUS AND RANK  
UNIVERSITY OF CALIFORNIA

		MALE						FEMALE					
		GRAND TOTAL	WHITE (NON-HIS-PANIC)	BLACK (NON-HIS-PANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLAND-ER	AMER-ICAN INDIAN OR ALASKAN NATIVE	WHITE (NON-HIS-PANIC)	BLACK (NON-HIS-PANIC)	HIS-PANIC	ASIAN OR PACIFIC ISLAND-ER	AMER-ICAN INDIAN OR ALASKAN NATIVE	
TENURED													
PROFESSORS	3,454	3,312	3,075	30	46	154	7	142	134	2	3	3	-
ASSOCIATE PROFESSORS	1,565	1,406	1,286	26	33	57	4	159	141	4	7	6	1
ASSISTANT PROFESSORS	..	-	-	-	-	-	-	-	-	-	-	-	-
INSTRUCTORS	-	-	-	-	-	-	-	-	-	-	-	-	-
LECTURERS	125	83	70	3	4	5	1	42	38	2	1	1	-
OTHER FACULTY	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	5,144	4,801	4,431	59	83	216	12	343	313	8	11	10	1
PERCENT	100%	93.3	86.1	1.1	1.6	4.2	0.2	6.7	6.1	0.2	0.2	0.2	0.0
NON-TENURED ON TRACK													
PROFESSORS	17	16	15	-	-	-	1	1	1	-	-	-	-
ASSOCIATE PROFESSORS	15	12	8	3	-	1	-	3	2	-	1	-	-
ASSISTANT PROFESSORS	1,486	1,150	983	40	63	58	6	336	285	15	14	18	4
INSTRUCTORS	3	3	3	-	-	-	-	-	-	-	-	-	-
LECTURERS	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER FACULTY	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	1,521	1,181	1,009	43	63	59	7	340	288	15	15	18	4
PERCENT	100%	77.6	66.3	2.8	4.1	3.9	0.5	22.4	18.9	1.0	1.0	1.2	0.3
OTHER													
PROFESSORS	968	787	722	12	7	45	1	181	163	5	3	9	1
ASSOCIATE PROFESSORS	876	536	463	3	11	58	1	340	298	8	5	29	-
ASSISTANT PROFESSORS	1,342	971	827	10	24	109	1	371	308	16	12	32	3
INSTRUCTORS	-	57	53	-	1	3	-	21	16	-	1	4	-
LECTURERS	560	350	306	7	13	22	2	210	180	7	7	12	4
OTHER FACULTY	2,850	2,279	1,958	49	57	196	19	571	459	33	15	62	2
TOTAL	6,674	4,980	4,329	81	113	433	24	1,694	1,424	69	43	148	10
PERCENT	100%	74.6	64.9	1.2	1.7	6.5	0.4	25.4	21.3	1.0	0.6	2.2	0.1
GRAND TOTALS	13,339	10,962	9,769	183	259	708	43	2,377	2,025	92	69	176	15
PERCENT	100%	82.2	73.2	1.4	1.9	5.3	0.3	17.8	15.2	0.7	0.5	1.3	0.1

## New Hires, Promotions, and Separations

Of the 1,301 Executive/Administrative/Managerial staff in the University in 1977, 31.8 percent were women. During the period from 1977 to 1979, women accounted for 37.1 percent of the 229 new hires into the Executive category, 53.3 percent of the 409 promotions to or within this category, and 37.5 percent of the 333 separations from the Executive category.

In 1977, ethnic minority women comprised 2.8 percent of the Executive category. During the ensuing two years, however, they comprised 8.7 percent of the new hires, 6.8 percent of the promotions, and 3.9 percent of the separations from the Executive classification.

Ethnic minority males, who accounted for 8.1 percent of the Executive category at the University in 1977, accounted for 10.0 percent of the new hires, 10.3 percent of the promotions, and 7.2 percent of the separations from the Executive ranks.

Of the 5,144 tenured faculty at the University in 1977, 67 percent were women. Over the following two years, women accounted for 15.1 percent of the 325 new hires into the tenured faculty ranks, 13.1 percent of the 743 promotions to or within this classification, and 7.4 percent of the 367 separations from the tenured faculty.

Ethnic minority women, who held 0.6 percent of the tenured faculty positions at the University in 1977, accounted for 1.8 percent of the new hires, 0.8 percent of the promotions, and 0.8 percent of the separations from the tenured faculty ranks from 1977 to 1979.

Ethnic minority males, who comprised 7.2 percent of the tenured faculty at the University in 1977, accounted for 10.8 percent of the new hires, 6.3 percent of the promotions, and 4.4 percent of the separations from the tenured faculty ranks over the two-year period from 1977 to 1979.

Of the 1,521 faculty who were not tenured but were on track for tenure at the University in 1977, 22.4 percent were women. During the following two years, women accounted for 26.9 percent of the 531 new hires to the on-track for tenure classification, and for 23.1 percent of the 355 separations from this class. (The University reported no promotions either to or within the non-tenured, on-track classification.)

Ethnic minority females, who held 3.4 percent of the on-track for tenure positions in 1977, accounted for 4.3 percent of the new hires to this class, and 3.9 percent of the separations from the on-track classification from 1977 to 1979.

Ethnic minority males comprised 11.3 percent of the on-track for tenure class in 1977. From 1977 to 1979, minority males accounted for 10.5 percent of the new hires, and 9.3 percent of the separations from the on-track classification.

Of the 6,674 "Other" faculty at the University in 1977, 25.4 percent were women. Over the next two years, women constituted 28.9 percent of the 813 new hires, 47.7 percent of the 237 promotions, and 26.7 percent of the 776 separations from the "Other" faculty classification.

Ethnic minority women, who comprised 4.0 percent of the "Other" faculty category at the University in 1977, accounted for 4.8 percent of the new hires, 5.1 percent of the promotions, and 3.9 percent of the separations from the "Other" faculty ranks, from 1977 to 1979.

In 1977, ethnic minority males held 9.8 percent of the "Other" faculty positions at the University. During the following two years, they accounted for 10.5 percent of the new hires, 8.0 percent of the promotions, and 11.1 percent of the separations from the "Other" faculty ranks.

Of the 12,082 Professional/Non-Faculty staff at the University in 1977, 64.3 percent were women. During the period from 1977 to 1979, women accounted for 70.0 percent of the 4,468 new hires into the Professional/Non-Faculty class, 67.8 percent of the 3,076 promotions to or within this class, and 69.1 percent of the 4,489 separations from the Professional/Non-Faculty ranks.

In 1977, ethnic minority women held 12.6 percent of the Professional/Non-Faculty positions at the University. From 1977 to 1979, minority women accounted for 12.4 percent of the new hires, 14.1 percent of the promotions, and 11.7 percent of the separations from the Professional/Non-Faculty class.

Ethnic minority males, who constituted 6.7 percent of the Professional/Non-Faculty staff in 1977, accounted for 6.6 percent of the new hires, 6.5 percent of the promotions, and 5.2 percent of the separations from the Professional/Non-Faculty ranks.

FULL-TIME STAFF  
NEW HIRES  
FALL 1977 TO FALL 1979  
UNIVERSITY OF CALIFORNIA

OCCUPATIONAL CATEGORY	TOTAL STAFF	M A L E S					F E M A L E S					FIL- AMER		
		TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMER INDIAN	FIL- IPINO
EXECUTIVE/ADMINISTRATIVE	229	144	121	11	3	8	1	85	10	3	6	-	1	-
TOTAL	229	144	121	11	3	8	1	85	10	3	6	-	1	-
PERCENT	100 0	62 9	52 8	4 8	1 3	3 5	4	37 1	4 4	1 3	2 6	-	4	-
TENURED FACULTY	203	182	163	-	3	15	1	21	-	-	-	-	-	-
PROFESSOR	103	85	71	2	4	8	-	18	-	1	-	-	-	-
ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSISTANT PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSTRUCTOR	19	9	7	-	1	1	-	10	1	1	2	-	1	-
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER RANK	325	276	241	2	8	24	1	49	1	2	2	-	1	-
TOTAL	100 0	84 9	74 2	6	2 5	7 4	3	15 1	3	6	6	-	3	-
PERCENT														
NON-TENURED FACULTY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSISTANT PROFESSOR	526	385	329	14	16	25	1	141	5	4	11	-	2	-
INSTRUCTOR	5	3	3	-	-	-	-	2	-	-	1	-	-	-
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER RANK	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	531	388	332	14	16	25	1	143	5	4	12	-	2	-
PERCENT	100 0	73 1	62 5	2 6	3 0	4 7	2	26 9	9	8	2 3	-	4	-
OTHER FACULTY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSISTANT PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSTRUCTOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER RANK	813	578	493	4	28	53	-	235	4	10	24	-	1	-
TOTAL	813	578	493	4	28	53	0	235	4	10	24	-	1	-
PERCENT	100 0	71 1	60 6	5	1 4	6 5	-	28 9	5	1 2	3 0	-	1	-
PROFESSIONAL NON-FACULTY	4468	1339	1042	94	58	138	7	3129	115	81	341	-	15	-
TOTAL	4468	1339	1042	94	58	138	7	3129	115	81	341	-	15	-
PERCENT	100 0	30 0	23 3	2 1	1 3	3 1	2	70 0	2 6	1 8	7 6	-	3	-
GRAND TOTAL	6366	2725	2229	125	113	248	10	3641	135	100	385	-	20	-
PERCENT	100 0	42 8	35 0	2 0	1 8	3 9	2	57 2	2 1	1 6	6 0	-	3	-

## UNIVERSITY OF CALIFORNIA

-77-

FULL-TIME STAFF  
SEPARATIONS  
FALL 1977 TO FALL 1979

UNIVERSITY OF CALIFORNIA

OCCUPATIONAL CATEGORY	TOTAL STAFF	H A L E S					F E M A L E S					FIL- AMER		
		TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	TOTAL	WHITE	BLACK	HIS- PANIC	ASIAN	FIL- IPINO	AMER INDIAN	INDIAN
EXECUTIVE/ADMINISTRATIVE														
TOTAL	333	208	184	14	5	5	-	125	112	3	6	4	-	-
PERCENT	333	208	184	14	5	5	-	125	112	3	6	4	-	-
	100 0	62 5	55 3	4 2	1 5	1 5	-	37 5	33 6	9	1 8	1 2	-	-
TENURED FACULTY														
PROFESSOR	280	263	251	1	4	7	-	17	16	-	1	-	-	-
ASSOCIATE PROFESSOR	77	68	64	1	-	3	-	9	7	1	1	-	-	-
ASSISTANT PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSTRUCTOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LECTURER	10	9	9	-	-	-	-	1	1	-	-	-	-	-
OTHER RANK	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	367	340	324	2	4	10	-	27	24	1	2	-	-	-
PERCENT	100 0	92 6	88 3	5	1 1	2 7	-	7 4	6 5	3	5	-	-	-
NON-TENURED FACULTY														
PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSOCIATE PROFESSOR	350	269	236	12	10	10	-	81	67	6	3	5	-	-
ASSISTANT PROFESSOR	5	4	4	-	-	-	-	1	1	-	-	-	-	-
INSTRUCTOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER RANK	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	355	271	240	12	10	10	-	82	68	6	3	5	-	-
PERCENT	100 0	76 9	67 6	3 4	2 8	2 8	-	23 1	19 2	1 7	8	1 4	-	-
OTHER FACULTY														
PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSOCIATE PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASSISTANT PROFESSOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSTRUCTOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LECTURER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER RANK	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	776	569	483	1	28	57	-	207	177	10	6	13	-	-
PERCENT	776	569	483	1	28	57	-	207	177	10	6	13	-	-
	100 0	73 3	62 2	1	3 6	7 3	-	26 7	22 8	1 3	8	1 7	-	-
PROFESSIONAL NON-FACULTY														
TOTAL	4489	1386	1154	62	55	109	-	3103	2576	109	74	336	-	8
PERCENT	4489	1386	1154	62	55	109	-	3103	2576	109	74	336	-	8
	100 0	30 9	25 7	1 4	1 2	2 4	-	69 1	57 4	2 4	1 6	7 5	-	2
GRAND TOTAL	6320	2776	2385	91	102	191	-	3544	2957	129	91	358	-	9
PERCENT	100 0	43 9	37 7	1 4	1 6	3 0	-	56 1	46 8	2 0	1 4	5 7	-	1

## APPENDICES

## APPENDIX A



## APPENDIX B

## APPENDIX C

CHANCELLOR'S OFFICE

**CALIFORNIA COMMUNITY COLLEGES**

1238 S STREET  
SACRAMENTO, CALIFORNIA 95814  
(916) 445 8752



February 25, 1981

Mr. John Harrison  
Associate Director  
California Postsecondary Education  
Commission  
1020 Twelfth Street  
Sacramento, CA 95814

Dear John:

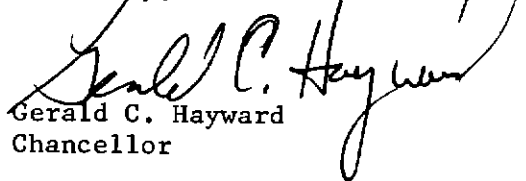
Enclosed is a copy of our response to Education Code Section 66903 (AB 105, Hughes, 1977). I want to express my appreciation for the extension of time granted us to complete the report.

It is my expectation that the California Community Colleges will begin to gather the necessary data earlier this year from our seventy districts so that an earlier report can be generated. As you may recall, staff already submitted the listing of job titles to your office last year.

I am also enclosing a copy of the California Community Colleges' Report to the State Legislature on the Progress of the California Community Colleges Affirmative Action Program. This report provides additional insight into the implementation of the Affirmative Action Program.

Please feel free to contact my staff member, Juana Barbarita, if you have any questions concerning this report.

Sincerely,

  
Gerald C. Hayward  
Chancellor

Enclosures

## QUESTION #1

How does the segment define, and address, underutilization of women and ethnic minorities in each of the seven employment classifications used in the report?

California Community Colleges are a system of 107 community colleges with over eight hundred outreach centers governed by seventy district governing boards elected locally. The workforce for the California Community Colleges numbers approximately thirty-five thousand full-time employees and approximately thirty thousand part-time employees. The system serves 1.2 million full-time students yearly.

Underutilization of women and ethnic<sup>1</sup> minorities in the seven employment classifications,<sup>2</sup> is defined as the difference between the availability of women and ethnic minorities with requisite skills in the appropriate workforce and their actual representation within the workforce of the community college districts. The determination of underutilization is made on a district by district basis for each of the seven broad job categories. The faculty classification is further defined by subject areas.

The California Community Colleges address underutilization through locally-administered affirmative action programs. The Chancellor's Office provides districts with lists of recruitment sources for each ethnic community and for women; presents in-service regional seminars on techniques for effective implementation of programs; facilitates the distribution of the Affirmative Action Registry, and encourages women's and ethnic persons' professional organizations and local affirmative action consortia to assist in the recruitment of under-represented groups. A state-wide affirmative action advisory committee provides input to the Chancellor's Office on issues directly related to employment affirmative action.

During the last eighteen months, every district plan has been evaluated and technical assistance has been made available to those districts with lower than standard plans with very positive results, e.g., the number of districts adopting upgraded plans has doubled in the last six months.

The limited funding for employment affirmative action programs, both at the state level and the local community college level continues to be a major impediment to effective implementation.

## QUESTION #2

How are the availability pools of qualified women and ethnic minorities defined and determined for each of the seven employment classifications used in this report?

Directly related to the designation of the job classification under consideration, a local community college district is advised to use either a state-wide or a more localized availability pool of qualified women and ethnic minorities. Generally speaking, districts use a state-wide availability pool for the professional level positions and a local area with a radius of approximately thirty miles for the non-professional level positions.

<sup>1</sup> ethnic minorities include Blacks, Hispanics, Asians/Pacific Islanders, Alaskan Natives/American Indians.

<sup>2</sup> executive/administrative/managerial, faculty, professional non-faculty, clerical/secretarial, technical/paraprofessionals, skilled crafts, and service/maintenance classifications.

The seven EEO-6 employment categories are designated as either professional levels, i.e., executive/administrative/managerial, faculty, professional non-faculty; or as one of four non-professional levels, i.e., secretarial/clerical, technical/paraprofessional, skilled crafts, service/maintenance. Districts are advised to recruit as widely as possible for the professional level positions and to include those out-of-state universities and colleges where high numbers of qualified minorities and women may be in attendance.

Two problem areas in the determination of availability pools of qualified women and minorities include (1) the absence of current data (although the results of the 1980 census may correct this), and (2) the statistical information that has been available in the last ten years has not been correlated with the seven major job classifications used in the workforce analyses. With seventy different districts, the task of relating availability pools within the restrictions of existing EEO-6 classifications is extremely difficult in light of the extremely limited staffing in the state affirmative action unit and in most community college affirmative action offices.

### QUESTION #3

What specific results have occurred over the past two years as a consequence of implementing procedures to reduce underutilization of women and ethnic minorities in each of the seven employment classifications?

Over the past two years the California Community Colleges made progress in the hiring and retention of women and ethnic minorities in most of the seven EEO-6 employment classifications as indicated in the following paragraphs.

#### SUMMARY OF FULL-TIME EMPLOYMENT STATISTICS

##### A. WOMEN

1. Between 1977 and 1979, women in executive, administrative, and managerial jobs gained 1.8% of the positions.
2. Between 1977 and 1979, women in faculty jobs lost 1.9% of the positions.
3. Between 1977 and 1979, women in professional non-faculty jobs gained 2.2% of the positions.
4. Between 1977 and 1979, women in secretarial and clerical jobs gained 0.1% of the positions.
5. Between 1977 and 1979, women in technical and paraprofessional jobs gained 0.5% of the positions.
6. Between 1977 and 1979, women in skilled crafts jobs lost 0.8% of the positions.
7. Between 1977 and 1979, women in service and maintenance jobs gained 1.9% of the positions.

## B. BLACKS

1. Between 1977 and 1979, Blacks in executive, administrative, and managerial jobs gained 0.9% of the positions.
2. Between 1977 and 1979, Blacks in faculty jobs gained 0.2% of the positions.
3. Between 1977 and 1979, Blacks in professional non-faculty jobs lost 0.8% of the positions.
4. Between 1977 and 1979, Blacks in secretarial and clerical jobs gained 1.2% of the positions.
5. Between 1977 and 1979, Blacks in technical and paraprofessional jobs gained 0.2% of the positions.
6. Between 1977 and 1979, Blacks in skilled crafts jobs gained 0.1% of the positions.
7. Between 1977 and 1979, Blacks in service and maintenance jobs gained 1.5% of the positions.

## C. HISPANICS

1. Between 1977 and 1979, Hispanics in executive, administrative, and managerial jobs gained 1.2% of the positions.
2. Between 1977 and 1979, Hispanics in faculty jobs gained 0.1% of the positions.
3. Between 1977 and 1979, Hispanics in professional non-faculty jobs gained 0.2% of the positions.
4. Between 1977 and 1979, Hispanics in secretarial and clerical jobs gained 0.3% of the positions.
5. Between 1977 and 1979, Hispanics in technical and paraprofessional jobs gained 0.4% of the positions.
6. Between 1977 and 1979, Hispanics in skilled crafts jobs lost 1.0% of the positions.
7. Between 1977 and 1979, Hispanics in service and maintenance jobs gained 0.9% of the positions.

## D. ASIANS/PACIFIC ISLANDERS

1. Between 1977 and 1979, Asians/Pacific Islanders in executive, administrative, and managerial jobs gained 0.2% of the positions.
2. Between 1977 and 1979, Asians/Pacific Islanders in faculty jobs gained 0.2% of the positions.
3. Between 1977 and 1979, Asians/Pacific Islanders in professional non-faculty jobs gained 1.7% of the positions.

4. Between 1977 and 1979, Asians/Pacific Islanders in secretarial and clerical jobs gained 0.2% of the positions.
5. Between 1977 and 1979, Asians/Pacific Islanders in technical and paraprofessional jobs maintained the same percentage of the positions.
6. Between 1977 and 1979, Asians/Pacific Islanders in skilled crafts jobs gained 1.0% of the positions.
7. Between 1977 and 1979, Asians/Pacific Islanders in service and maintenance jobs gained 1.2% of the positions.

E. AMERICAN INDIANS/ALASKAN NATIVES

1. Between 1977 and 1979, American Indians/Alaskan Natives in executive, administrative, and managerial jobs lost 0.1% of the positions.
2. Between 1977 and 1979, American Indians/Alaskan Natives in faculty jobs gained 0.06% of the positions.
3. Between 1977 and 1979, American Indians/Alaskan Natives in professional non-faculty jobs gained 0.28% of the positions.
4. Between 1977 and 1979, American Indians/Alaskan Natives in secretarial and clerical jobs gained 0.2% of the positions.
5. Between 1977 and 1979, American Indians/Alaskan Natives in technical and paraprofessional jobs gained 0.1% of the positions.
6. Between 1977 and 1979, American Indians/Alaskan Natives in skilled crafts jobs gained 0.1% of the positions.
7. Between 1977 and 1979, American Indians/Alaskan Natives in service and maintenance jobs gained 0.3% of the positions.

Tables A and B display the net difference between 1977 and 1979 in the employment of full-time and part-time employees by ethnicity and sex for each of the seven EEO-6 job categories.

QUESTION #4

What are the strengths of the current affirmative action programs?

State legislation specifically mandating state-wide basic affirmative action programs in the California Community Colleges appears to provide the greatest strength to current affirmative action programs in the California Community Colleges. With the adoption of Education Code Sections 87100-87106 and 66903, the Chancellor's Office has been able to assume a greater leadership role with respect to the seventy districts. Additionally, the Board of Governors adopted regulations on December 5, 1980, to implement the requirement of Government Code Sections 11135-11139.5, which

TABLE A

CALIFORNIA COMMUNITY COLLEGES  
PART-TIME EMPLOYEES (Systemwide)  
October 1979

Position Category	Total Posi- tions	MALES (No Positions and % of Category)						FEMALES (No Positions and % of Category)											
		TOTAL #	WHITE #	BLACK #	HISPANIC #	ASIAN/ PAC IS #	AMER IND / AL NATIVE #	TOTAL #	WHITE #	BLACK #	HISPANIC #	ASIAN/ PAC IS #	AMER IND / AL NATIVE #						
EXEC/ADM/MGT																			
1977	2,384	1,914	80	3	1,615	67	7	122	5	1	115	4	8	46	1	9	16	0	7
1979	2,480	1,945	78	4	1,605	64	7	138	5	6	141	5	7	47	1	9	14	0	6
Difference	+96	+31	-1	9	-10	-3	0	+16	+0	5	+26	+0	9	+1	0	-2	-0	1	
FACULTY																			
1977	16,921	11,389	67	3	10,147	60	0	396	2	3	567	3	3	229	1	3	50	0	3
1979	15,872	10,683	67	3	9,486	59	6	389	2	5	544	3	4	239	1	5	55	0	4
Difference	-1,049	-706	0		-691	-0	4	-7	+0	2	-23	+0	1	+10	+0	2	+5	+0	1
PROF/HQW FAC																			
1977	1,168	658	56	3	501	42	9	47	4	0	68	5	8	41	3	5	1	0	1
1979	1,381	748	54	2	544	39	4	58	4	2	84	6	1	58	4	2	4	0	3
Difference	+213	+90	-2	1	+43	-3	5	+1	+0	2	+16	+0	3	+17	+0	7	+3	+0	2
SECTY/CLER																			
1977	7,675	503	6	6	302	3	9	88	1	1	55	0	7	52	0	7	6	0	1
1979	7,558	491	6	5	284	3	8	88	1	2	64	0	9	46	0	6	9	0	1
Difference	-117	-12	-0	1	-18	-0	1	0	+0	1	+9	+0	2	-6	-0	1	+3	0	
TECH/PARAPROF																			
1977	2,696	1,404	52	1	1,126	41	8	67	2	5	132	4	9	68	2	5	11	0	4
1979	2,427	1,250	51	5	987	40	7	82	3	4	116	4	8	55	2	3	10	0	4
Difference	-269	-154	-0	6	-139	-1	1	+15	+0	9	-16	-0	1	-13	-0	2	-1	0	
SKILLED CRAFTS																			
1977	821	774	94	3	623	75	9	40	4	9	76	9	2	20	2	4	15	1	8
1979	830	789	95	1	629	75	8	42	5	1	74	8	9	27	3	3	17	2	1
Difference	+9	+15	+0	8	+6	-0	1	+2	+0	2	-2	-0	3	+7	+0	9	+2	+0	3
SVC/MAINT																			
1977	4,707	3,827	81	3	2,279	48	4	729	15	5	638	13	5	156	3	3	25	0	5
1979	4,398	3,495	79	5	1,918	43	6	728	16	5	624	14	2	190	4	3	35	0	8
Difference	-309	-332	-1	8	-361	-4	8	-1	+1	0	-14	+0	7	+34	+1	0	+10	+0	3



TABLE B

CALIFORNIA COMMUNITY COLLEGES  
PART-TIME EMPLOYEES (Systemwide)  
October 1979

Position Category	Total Position	Total	WHITE	BLACK	HISPANIC	ASIAN/ PAC. IS.	AMER IND./ AL NATIVE	TOTAL	WHITE	BLACK	HISPANIC	ASIAN/ PAC. IS.	AMER IND./ AL NATIVE
		#	#	#	#	#	#	#	#	#	%	#	%
EXEL/ADM/NGT													
1977	25	22	88 0	20	80 0	0	0	0	0	0	0	0	0
1979	16	13	81 3	4	25 0	0	0	3	12 0	1	4 0	0	0
Difference	-9	-9	-6 7	-16	-55 0	+6	+37 5	0	+6 8	0	-4 0	0	0
FACULTY													
1977	26,359	17,186	65 2	14,910	56 6	82 6	3 1	900	3 4	489	1 9	61	0 2
1979	25,977	16,774	64 6	14,640	56 4	760	2 9	850	3 3	449	1 7	75	0 3
Difference	-382	-412	-0 6	-270	-0 2	-66	-0 2	-50	-0 1	-40	-0 2	+14	+0 1
PROF/NON-FAC													
1977	249	136	54 6	123	49 4	0	0	11	4 4	2	0 8	0	0
1979	137	56	40 9	49	35 0	0	0	4	2 9	3	2 2	1	0 7
Difference	-112	-80	-13 7	-75	-14 4	0	0	-7	-1 5	+1	+1 4	+1	+0 7
SECTY/CLER													
1977	1,344	170	12 6	119	8 9	10	0 7	17	1 3	21	1 6	3	0 2
1979	2,140	385	18 0	242	11 3	38	1 8	55	2 6	48	2 2	2	0 1
Difference	+796	+215	+5 4	+123	+2 4	+28	+1 1	+38	+1 3	+26	+0 6	-1	-0 1
TECH/PARAPROF													
1977	649	277	42 7	221	34 1	18	2 8	25	3 9	7	1 1	6	0 9
1979	760	263	34 6	198	26 1	25	3 3	25	3 3	12	1 6	3	0 4
Difference	+111	-14	-8 1	-23	-8 0	+7	+0 5	0	-0 6	+5	+0 5	-3	-0 5
SKILLED CRAFTS													
1977	81	71	87 7	49	60 5	5	6 2	15	18 5	1	1 2	1	1 2
1979	29	27	93 1	21	72 4	1	3 4	4	13 8	1	3 4	0	0
Difference	-52	-44	+5 4	-28	+11 9	-4	-2 8	-11	-4 7	0	+2 2	-1	-1 2
SVC/MAINT													
1977	606	372	61 4	225	37 1	73	12 0	58	9 6	13	2 1	3	0 5
1979	621	319	51 4	185	29 8	75	12 1	41	6 6	16	2 6	2	0 3
Difference	+15	-53	-10 0	-40	-7 3	-2	+0 1	-17	-3 0	+3	+0 5	-1	-0 2

provide for the investigation and resolution of complaints based on alleged discrimination.\* This law provides for the withholding of state funds upon failure by the state agency to investigate and attempt to resolve complaints of discrimination filed against any of the community college districts.

An additional strength in the program arises from the adaptation of Federal and State mandates to the needs of a system of two-year institutions that are in close proximity to ethnic minority neighborhoods.

#### QUESTION #5

What are the inadequacies of the current affirmative action program, and how will these inadequacies be rectified? What are the impediments precluding or hampering resolution of any remaining inadequacies?

The inadequacies of the current affirmative action program for the California Community Colleges include (1) the absence of any state sanctions for the failure of locally-oriented districts to adopt and implement effective affirmative action programs; (2) the extreme understaffing at the state and local levels in affirmative action offices; (3) the absence of resources to implement an action-oriented program; and (4) the organizational structure of the California Community Colleges. The affirmative action unit continues to be funded for only one professional staff person and one clerical staff person. The implementation of new discrimination complaint appeal procedures will require additional staffing, however, all additional staffing requests for affirmative action purposes have been disapproved by the external agencies which review all budgetary requests.

Since 1978-79 when the affirmative action unit was initially funded, the agency budget has been set lower than \$66,000.00 for the affirmative action unit which is primarily responsible for employment affirmative action. This funding level is totally inadequate in light of the size and complexity of the system.

The organizational structure of the one hundred seven colleges and more than eight hundred outreach centers is clustered around seventy separate governing boards. In many cases, the governing boards refuse to accept their responsibility for implementation of quality affirmative action programs and in certain districts different varieties of affirmative action programs exist which serve to maintain the status quo rather than to expand the employment of qualified women and ethnic minorities. With the absence of any state imposed sanctions upon nonresponsive districts little progress can be expected in those districts.

The limited progress shown system-wide represents the efforts of some districts with true dedication rather than progress in all or even most community college districts.

\* discrimination based on ethnic group identification, religion, age, sex, color, or physical or mental disability.

#### QUESTION #6

Have changing academic preferences of students affected affirmative action programs and, if so, to what extent?

Changing academic preferences of students have had some impact on the employment of faculty and student services personnel and employment affirmative action programs have been designed to impact upon all hiring decisions. One area that can be pinpointed would be bilingual education. As the need for bilingual teachers has been recognized, student interest has risen, and faculty members to teach bilingual education have been hired in some districts to meet this need. Other academic preferential areas are not as easily identifiable. However, in the student services areas, an increase in minority students, returning women students, and handicapped students has highlighted the need for student personnel services workers who can relate to the new student populations. District administrators have responded to this need by actively seeking minority persons to work in EOPS programs, and women to work in women's centers programs. However, enablers and coordinators of special services for handicapped students generally tend to be White persons.

The Chancellor's Office does not have any specific data to determine whether the changing academic preferences of students affected staff affirmative action programs. To answer this question, data would be required which links student enrollments to specific classes and classes to racial (ethnic) and gender characteristics of staff. Presently, only aggregated data are collected for certificated staff but are not broken down by classes or courses. No data are collected on classified staff. The cost of collecting and processing this type of data would be prohibitive unless conducted on a scientific sample basis.

#### QUESTION #7

What effect do annual enrollment fluctuations have on affirmative action programs?

A partial answer to this question could be obtained from an analysis of the EEO-6 data, which CPEC has on their computer. Since most of the employment changes occurred after Proposition 13, in the area of part-time faculty, the EEO-6 data should indicate what shifts took place in the ethnic (racial) and gender characteristics of such faculty. A similar analysis can be made by looking at all EEO-6 new hires. Again, the enrollment data would have to be correlated with the employment data. The agency lacks the resources to conduct this study.

#### QUESTION #8

To what extent do current tenure policies impact affirmative action efforts?

#### QUESTION #9

To what extent do segmental or district "lay-off" policies affect affirmative action efforts?

The following response addresses both questions 8 and 9.

Current tenure policies encourage long-term employment protection once a probationary employee serves two academic years and a day in a tenure-track position performing in a satisfactory manner. The minimal requirements for certificated positions include possession of a community college credential for instructors, supervisors or chief executive officers. Any of these credentials require at most a Masters Degree in a specific academic discipline. In vocational fields, not even a Bachelor's Degree is required to teach in certain areas, only qualifying vocational experience is necessary.

From 1977 to 1979, there appears to have been a decline in the number of full-time positions which would lead to a tenured position. Shrinking resources at the state and local levels as well as the increase in salary levels for current employees are factors leading to the reduction of tenure-track positions. Additionally, the application of seniority rules based upon state statutes during a period of budgetary reductions has resulted in the "last hired" who are in many cases minorities and women being the "first fired". To minimize this adverse impact on protected group members, modifications of seniority rules are necessary.

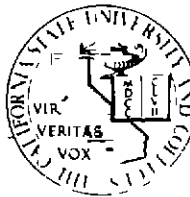
## APPENDIX D

**Note: Concerning the State University's Narrative Evaluation**

The State University and Colleges system submitted its narrative evaluation, required in AB 105, to the Commission on May 16, 1980. The Evaluation was made on data which the State University had submitted as an accurate representation of their work force statistics. However, over the ensuing five months, problems arose with certain portions of the State University's data, particularly in the Executive and Professional/Non-Faculty categories. Attempts were made to reconcile the data, without success. While this situation has raised problems in terms of comparisons of certain portions of the 1977 and 1979 data, the majority of the State University's narrative evaluation addresses questions which are not dependent upon the affected data.

# THE CALIFORNIA STATE UNIVERSITY AND COLLEGES

BAKERSFIELD CHICO DOMINGUEZ HILLS FRESNO FULLERTON HAYWARD HUMBOLDT  
POMONA SACRAMENTO SAN BERNARDINO SAN DIEGO SAN FRANCISCO SAN JOSE



LONG BEACH LOS ANGELES NORTHRIDGE  
SAN LUIS OBISPO SONOMA STANISLAUS

OFFICE OF THE CHANCELLOR  
(213) 590 5540

May 16, 1980

Mr. Horace Crandell  
California Postsecondary Education Commission  
1020 Twelfth Street  
Sacramento, California 95814

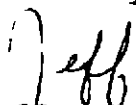
Dear Horace:

I have enclosed our response to AB 105. Please forgive the delay but as you know a number of reporting changes were necessitated as a result of our task force.

The statistical review actually represents 27 months hiring rather than 24. Since I understand that efforts will not be made to compare the three segments this should not present a problem to you.

I appreciate your assistance in this matter, and please let me know if you require any additional information.

Sincerely,

  
Jeffrey P. Stetson  
Affirmative Action Officer  
Faculty and Staff Affairs

JPS/ep

Enclosures

Question #1

How does the segment define, and address, underutilization of women and ethnic minorities in each of the seven employment classifications used in the report?

The definition of underutilization is based upon pertinent federal regulations which attempt to compare the availability of women and minorities to their actual representation within the CSUC work force by broad EEO-6 category and specific job group. The placement of job classifications within EEO-6 job categories is based upon interpretation of federal definitions as they relate to the organizational structure of the system.

While these definitions are fairly clear for five of the seven categories, they do not provide the same degree of clarity for both the Executive/Managerial and the Professional Non-Faculty categories. This became evident when CPEC attempted to make comparisons among the three segments. Prior to January 1980, the CSUC narrowly defined the Executive/Managerial category to include only those positions of Dean or above. This appeared to be much more restrictive than required.

As a result, a decision was made to include all management positions in that category, consistent with the Higher Education Employer-Employee Relations Act definition of management. This resulted in a systemwide increase of approximately 900 positions previously not reported as Executive/Managerial. Because of negotiations with the Office of Federal Contract Compliance Programs, (OFCCP), the federal agency responsible for enforcement of affirmative action requirements, it has become obvious that the broad EEO-6 job categories are inappropriate for determining underutilization. Discussions are currently taking place with that agency in order to determine reasonable job groups. The CSUC has for several years utilized affirmative action coding which details twenty major subdivisions of the EEO-6 categories.

We have also had in existence a very specific occupational grouping based upon the concept of "job families" that indicate progression lines or career paths for most employees. Because of the significant amount of work done in the area of job classifications we are cautiously optimistic that an agreement can be reached with OFCCP in the very near future. The eventual definition of "job group" will be utilized consistently throughout the CSUC.

The second part of Question 1, how does the CSUC address underutilization, is directly related to the implementation of affirmative action programs. Beyond the obvious requirements of widespread and, at times, extended recruitment efforts, the CSUC has developed and implemented employee training programs such as the Administrative Fellowship Program and the Faculty Development Program to increase the number of women and minorities in upper level positions.



The Chancellor has appointed a special committee of Presidents to develop plans for providing upward mobility for underrepresented groups in administration as well as to explore more effective recruitment methods.

This last year has been devoted to reviews of affirmative action plans and programs which has resulted in the development of comprehensive systemwide guidelines and evaluation procedures.

One major problem, facing all segments, is the lack of hiring opportunities which also limits opportunities for advancement. The successful passage of AB 876, which provides incentives for early retirement, reflects a creative approach to addressing part of that problem. Plans have been developed to intensify affirmative action recruitment efforts based on the number of positions made available through this retirement program.

These are but a few of the efforts that have been made to realize more fully affirmative action objectives. Other efforts are explained in the remaining section of this report.

#### Question #2

How are the availability pools of qualified women, and ethnic minorities, defined and determined for each of the seven employment classifications used in this report?

As indicated in our response to Question #1, the seven employment categories are inappropriate for defining underutilization and, therefore, are not utilized in reviewing availability. Availability for job groups is based on the application of the eight factor analyses, as required by OFCCP. A copy of these factors, with an explanation as to the method for calculating availability and establishing goals and timetables is attached. (See Attachment #1) This attachment was sent to all campuses along with availability data compiled by the Chancellor's Office.

Availability pools vary depending upon the location of the campus and the position for which recruitment is being conducted. All full time faculty and most professional positions are recruited on a nationwide basis and, therefore, nationwide availability statistics are used for several of the eight factors.

Recruitment for support positions may be statewide, or be confined to a local recruitment area (usually within a 25-50 mile radius of the campus) depending once again upon the position, salary, and likelihood of relocation of prospective employees.

Availability figures are established using a number of sources, including the Colorado Study, National Research Council, National Academy of Sciences, Scientific Manpower Commission, and census data.

Question #3

What specific results have occurred over the past two years as a consequence of implementing procedures to reduce under-utilization of women and ethnic minorities, in each of the seven employment classifications?

The hiring of ethnic minorities and women are indicated in the enclosed attachments. The CSUC has made progress in the hiring of ethnic minorities in all of the categories listed.

The following table represents hiring of minorities and women in each of the seven categories:

	Minorities as a Percentage of Those Hired	Women as a Percentage of Those Hired
Executive	17.6	24.4
Faculty	18.0	30.6
Professional	28.0	45.7
Secretarial	32.8	89.6
Technical	23.7	36.3
Skilled Craft	27.9	2.9
Service	46.9	24.0
All Categories	26.9	49.7

While the CSUC has had success in hiring minorities and women (with the exception of women in the skilled crafts) we are still experiencing difficulty in their retention. This is due in large part to the lack of advancement opportunities available and the continuing threat of layoff.

Until the first outlook begins to stabilize so that employees can have some assurance of security, it is expected that problems will continue to exist in attracting and retaining ethnic minorities and women.

Question #4

What are the strengths of the current affirmative action programs?

In the past year, major revisions were made in the development of systemwide guidelines on affirmative action which are expected to result in improved coordination. In May, 1980 a two-day workshop was sponsored that marked the first time that Vice Presidents, Deans and other key administrators throughout the system have been brought together to develop affirmative action strategies. Over 120 key level staff participated in this event.

Two campuses are currently recruiting full-time Affirmative Action Coordinators and two more are expected to initiate recruitment efforts in the next fiscal year. This has obviously occurred during a time of fiscal constraint and indicates in part, the renewed commitment to affirmative action.

The two systemwide affirmative action programs, the Administrative Fellows and Faculty Development, while relatively new, are beginning to indicate positive results.

The Chancellor has initiated contact with prominent minority community leadership in order to enhance recruitment efforts. He has also appointed a committee of Presidents to study methods for improving affirmative action programs.

The Trustees are seeking funds from the legislature to develop more extensive affirmative action plans for disabled employees. Preliminary reviews of that request by the legislature have been favorable.

Campuses are working closely with the Office of Federal Contract Compliance in order to assure compliance with pertinent laws and regulations. While reviews have indicated some deficiencies, major progress is being made in gaining approval of campus affirmative action plans.

#### Question #5

What are the inadequacies of the current affirmative action program, and how will these inadequacies be rectified? What are the impediments precluding or hampering resolution of any remaining inadequacies?

The CSUC has never received funding for full time affirmative action staff. Funding which has been made available is based on a half time position at a salary far below the requirements of the job. As a result, several campuses have half time Affirmative Action Coordinators without adequate staff support.

The recordkeeping requirements imposed by federal regulations, as well as increased reporting obligations requested by state agencies, result in a necessary, but, often misplaced appropriation of staff resources and time. Time better spent in expanding recruitment efforts or the development of viable community and campus relationships too often becomes secondary to the need to assure "technical compliance."

Budget restrictions, and the threat of even more fiscal constraints, affect efforts to attract all qualified persons, but particularly women and minorities.

Uncertainty as to legislative appropriations delayed the hiring of the Systemwide Affirmative Action Officer for over a year and made effective coordination extremely difficult.

The need and the obligation to provide increased services to disabled employees are obvious and yet given the reality of staff

resources, it is unlikely that programs can be developed that do more than respond on an ad hoc basis.

All of these inadequacies are related to the overall issue of budget resources. That is not to indicate that affirmative action responsibilities are all contingent upon staff and resources designated as "affirmative action." It does, however, strongly support the need to appropriate sufficient funding for coordination and supplemental resources.

Some of the problems relating to fiscal uncertainty hamper not only effective planning and timely utilization of staff resources, but place enormous constraints on the likelihood of attracting, advancing and retaining ethnic minorities and women. There is no question that the current national inflationary period presents many obstacles to attracting persons from outside the state, as well as relocating persons within the state who may find it financially impossible to afford housing at current prices and mortgage rates.

Although these problems may be true nationwide, they are particularly more complex in parts of the state where housing is either unavailable or unaffordable. With threats of layoffs due to tax initiatives, coming at the time of the major hiring cycle for faculty, recruitment efforts are further impaired.

In spite of those problems, the CSUC has continued to make some gains in affirmative action efforts and will spend considerably more time in developing strategies to improve upon them.

#### Question #6

Have changing academic preferences of students affected affirmative action programs and, if so, to what extent?

#### Question #7

What effect do annual enrollment fluctuations have on affirmative action programs?

Since Questions 6 and 7 are in many ways related, the following response will encompass both concerns.

Changing academic preferences obviously affect programmatic staff needs. They may create a need for expansion in some areas and reduction of staff in others. The current shift to business and management, the hard sciences, engineering, and the technical fields, creates opportunity for hiring in these areas. They also happen to be the areas that have minimal availability of minority and women faculty, and are the most highly competitive, not simply with other educational institutions but with industry as well.

The shift away from education and liberal arts programs, has the effect of decreasing hiring opportunity within these fields, the very fields which have the highest concentration of women and minority faculty available.

Enrollment fluctuations, on the other hand, create an unstable approach to academic planning with respect to hiring decisions. Since the CSUC's budget for faculty is ultimately contingent upon enrollment, decreases in enrollment limit hiring opportunities. In addition, as enrollments decline, shifts continue to take place in the academic preferences of students. What occurs is predictable. There are no new funding sources. There is a need to expand in some areas, contingent upon reductions in others. The fields where expansion is appropriate are not likely to generate minority and women applicants. The fields where reductions are called for may result in the reduction of minorities and women.

A number of plans have been designed in order to lessen the impact of these enrollment considerations on the possible reduction of ethnic minority and women faculty. They include faculty development, reassignment of some faculty into more viable disciplines, and a more flexible method of evaluating student-faculty ratios in disciplines that experience shifts in enrollment.

#### Question #8

To what extent do current tenure policies impact affirmative action efforts?

Promotion in most disciplines into the upper level ranks of faculty is contingent upon acquiring the terminal degree. Tenure considerations may in part be based upon degree attainment as well as the traditional requirements of teaching excellence, scholarly pursuit, publications, and community service.

Experience has indicated that some faculty are frozen into the lower ranks as a result of the Ph.D requirement and others may ultimately be denied tenure, if at the time of their initial appointment the Ph.D was expected within a specified time period. The Affirmative Action Faculty Development Program was enacted to respond to this problem but because of limited resources is insufficient.

There has been a steady decline in the number of tenure track positions available, which may be a more significant factor impacting affirmative action efforts than the tenure policies themselves. Given the lack of employment opportunities and minimal faculty turnover, the rate of tenured faculty may ultimately necessitate more stringent guidelines in granting tenure which could, in turn, adversely affect minorities and women.

#### Question #9

To what extent do segmental or district "lay off" policies affect affirmative action efforts?

Current statute requires that tenured or permanent employees must be laid off in the inverse order of length of service and may not be laid off until all temporary and probationary employees in the class of teaching service area have been separated. Temporary and probationary employees are laid off on the basis of merit and competency in relation to program need. The seniority principles inherent in the law may well affect the employment of women and minorities, many of whom have been appointed in the last few years as a result of affirmative action efforts. Systemwide guidelines for layoff emphasize, however, that affirmative action concerns should be considered in all lay off decisions where campuses have choices, (e.g. in breaking ties in seniority, in identifying merit and competency in relation to program need, in evaluating program need, etc.)

6/5/80

## Determining Underutilization and Establishing Goals and Timetables

Annual goals and timetables must be established for each job group in which minorities or women are underutilized by one or more individuals. Where underutilization by less than one person exists in a job group, ultimate percentage goals for that job group will be established.

A single goal for minorities is acceptable unless there is a disparity in utilization of a particular minority group, or men or women of a particular minority group.

Where underutilization exists for minorities or women, each campus will establish:

- 1) An ultimate goal, sufficient to completely eliminate underutilization.
- 2) A specific timetable for achieving the ultimate goal in the shortest feasible time period.
- 3) Annual rates at which the campus will make every good faith effort to hire and/or promote members of the underutilized group.

Ultimate goals must be stated as a percentage of the total employees in the job group. They must equal the percentages of minorities and women determined to be available for the job group.

Annual goals must be stated as percentage placement rates and, at the beginning of each affirmative action plan year, as specified numbers of projected placements, or hires ("numerical goals"). Numerical goals are derived by applying the annual percentage placement rate for the job group to the total number of projected placements.

The following example should help illustrate the problem currently facing campus X.

### Problem

Campus X is reviewing its "Skilled Crafts" job group. The availability of minorities for that job group is 25%. The availability of women is 15%. The work force at campus X has a total of 24 employees in the "Skilled Crafts" job group, 22 males (21 white, 1 minority) and 2 women (both white). Is there underutilization and, if so, how are goals established?

### Assessment

Underutilization exists whenever the employment of minorities

or women in a job group is less than their availability. For the "Skilled Crafts" job group at campus X, the following is true:

- there is a total of 24 employees.
- the availability of minorities is 25%.
- the availability of women is 15%.

Therefore, the number of minorities and women should represent 25% and 15% respectively of the 24 employees in the skilled crafts, in order that there be no underutilization.

#### Ideal Work Force

Minority availability: 25% of total employees (24) = 6  
Female availability: 15% of total employees (24) = 3.6

#### Actual Work Force

Minorities = 1  
Females = 2

The ideal work force compared to the actual work force indicates whether or not underutilization exists.

When a comparison is made of the ideal work force of minorities (6) to the actual number employed (1), the degree of underutilization = 5 minorities. For women the degree of underutilization = 1.6 (ideal = 3.6, actual = 2, underutilization is therefore 1.6).

#### Problem Resolution

The problem indicates underutilization of both minorities and women and, therefore, goals and timetables must be established. In accordance with the instructions in this section, three requirements must be fulfilled: an ultimate goal must be established; a specific timetable determined; and an annual rate of hiring projected.

The ultimate goal equals the availability, and therefore, for the "Skilled Crafts" job group, the ultimate goal for minorities is 25% and for women is 15%. This will remain true as long as there are no changes in availability. Numerical goals will change as there are changes within that job group.

The timetable is determined on the basis of projected or anticipated vacancies. Assuming that no additional positions will be allocated to that job group and that any future vacancies



will be as a result of turnover, the following timetable may be established:

Timetable for three year period - Job Group - Skilled Crafts

	Vacancies			Placement Rates			Numerical Goals		
	Yr. 1	Yr. 2	Yr. 3	Yr. 1	Yr. 2	Yr. 3	Yr. 1	Yr. 2	Yr. 3
x. 1	5	5	5	40% Minor.	40% Minor.	20% Minor.	2 Minor.	2 Minor.	1 Minor.
				20% Women	20% Women	- Women	1 Woman	1 Woman	
x. 2	5	5	5	60% Minor.	20% Minor.	20% Minor.	3 Minor.	1 Minor.	1 Minor.
				40% Women			2 Women		
x. 3	8	-	4	50% Minor.	-	15% Minor.	4 Minor.		1 Minor.
				15% Women	-	-	1 Woman		

Examples 1 and 2 above, assume a turnover of 5 persons per year but a different placement rate of hiring and, therefore, a different annual numerical goal. In Example 1, it is anticipated that during the first year 2 minorities will be hired (40% of 5) and 1 woman (20% of 5) of the total number of projected expected hires (5).

Example 2, however, assumes that all five persons hired in the first year will be either minorities or women, while Example 3 reflects a different rate of turnover and therefore, a different placement rate. The hiring placement rate reflects reasonable expectation to fulfill affirmative action objectives. The placement rate usually should be greater than the availability, if any progress is to be made in attaining goals.

The actual setting of a placement rate is based upon the number of anticipated vacancies and the degree of underutilization. If underutilization is severe, and vacancies are limited, a high placement rate may be required. The placement rate represents the "good faith effort" to correct underrepresentation of minorities and women.

In cases where goals are required for separate minority groups and/or women, and where vacancies are limited, the degree of underutilization across all job groups may influence placement rates within a particular job group. If, for example, a faculty department has severe underutilization of minorities and women, but has only a limited number of vacancies, the degree of underutilization of both groups in the overall school or campus may determine hiring priorities.

The determination of placement rates or new hires, and the establishment of numerical goals, may not only be contingent upon the job group being assessed, but all job groups at the campus as well. A complete and thorough assessment of campus underutilization is the best method for identifying problem areas and can lead to the development of effective strategies and plans for resolving such problems.

4/28/80

## Computing Availability Using the Eight Factors

The factors to be considered in determining the availability of minorities and women for all job groups are listed in Section III-C of the Systemwide Guidelines. For convenience, they are repeated here.

1. The minority population of the labor area surrounding the campus or the availability of women seeking employment in the labor or recruitment area of the campus.
2. The size of the minority and female unemployment force in the labor area surrounding the campus.
- \*3. The percentage of the minority and female work force as compared with the total work force in the immediate labor area.
4. The general availability of minorities and females having requisite skills in the immediate labor area.
5. The availability of minorities and females having requisite skills in an area in which the campus can reasonably recruit.
6. The availability of promotable and transferable minorities and females within the campus work force.
7. The existence of training and educational institutions or programs capable of preparing persons in the requisite skills.
8. The degree of training which the campus through individual or systemwide resources is reasonably able to undertake as a means of making all job classes available to minorities and women.

\*The terms "work force" and "labor area" have different meanings in labor statistics terminology. "Work force" typically refers to those persons employed and those registered as seeking employment. The "labor area" is based on the actual population count and includes all persons between the ages of 16 and 65.

### First Step

Each campus is to determine the availability of minorities and women for each of the eight factors. Once this is done, the availability figures for the first three factors will be identical for all job groups being assessed. Given the diversity of job groups, as a result of different qualification requirements and recruitment areas, the availability figures may vary greatly for the remaining factors.

Manpower Information Studies are available from local offices of State Employment Security Agencies and should be consulted for figures on population, work force, unemployment, and present employment in specific job categories.

The Chancellor's Office will periodically furnish nationwide data, and some employment statistics by state and region. These figures should be consulted in determining availability of faculty. This information will be compiled and updated utilizing the most appropriate data available.

### Second Step

After availability figures have been determined, a weighted availability factor is computed. This is done by assigning a value weight to each factor which represents the significance of that factor to the job group being assessed. The sum of all the value weights should total 100%.

### Third Step

Each value weight is multiplied by the availability for that factor. The sum of all the weighted availabilities represents the total availability for that job group. The new availability should not be less than the availability of women or minorities with requisite skills in the reasonable recruitment area (factor 5).\*

Example (hypothetical campus in Santa Clara/San Mateo Counties)

Table 1 indicates the availability of minorities in each of the eight factors for the job group "Skilled Crafts". Weighted availability values are the product of the value weight times the availability. The final availability factor represents the sum of all the weighted availabilities.

\*Under certain circumstances factor 4 may be the appropriate comparison if factor 5 artificially lowers availability of minorities and/or women.

This method of calculation should be conducted separately for women, each minority group exceeding two percent of the population of the relevant labor market, and all minority groups combined. Each of the eight factors must be considered for all job groups. Justification must be given for each factor that is not assigned a value weight as a result of being judged inapplicable to the job group being assessed.

#### Assigning Value Weight

Each factor is assigned a value weight expressed as a percentage. The sum of all the value weights should total 100% (if using decimals the sum should total 1).

The value weights represent reasonable estimations of the impact that each factor has on the total recruitment process. Each factor should be reviewed as contributing to the process of recruiting minorities and women. In the previous example, the greatest value weight is given to factor 5, the reasonable recruitment area, rather than factor 4, the immediate labor market. This is done to emphasize the need to extend the recruitment process into areas most likely to have qualified minorities.

There are some factors that, while on the surface may not appear to be relevant to a particular recruitment effort, nonetheless may influence the likelihood of attracting minority candidates. For example, the work force in the immediate labor area may not be relevant to faculty recruitment per se, but may be very relevant to minority candidates. As a result, the percentage of minorities in a given community has a "value" to the recruitment process of minorities outside that community.

In addition, when considering goals over a three to five year time period, the number of minorities or women in training institutions influences their future availability and as such has a value. This would also be true of current employees who are in the process of acquiring the experience and skills necessary to advance.

The assigning of value weights is a critical part of the process used to determine availability by highlighting those factors that may contribute to a more successful recruitment effort.

4/28/80

# MINORITY AVAILABILITY COMPUTATION FORM

JOB GROUP:	Skilled Crafts	Specific Availability	Value Weight =	Weighted Factor	Source & Reason
1.	The minority population of the labor area surrounding the campus.	27.2	.05	1.2	EDD Manpower Information for AAP - Santa Clara and San Mateo Counties - 1978
2	The size of the minority unemployment force in the labor area surrounding the campus	28.2	-	-	" "
3	The percentage of the minority work force as compared with the total work force in the immediate labor area	19.8	-	-	Table 5A 1970 Census " "
4.	The general availability of minorities having requisite skills in the immediate labor area	10.0	.05	.5	Table 5B 1978 Census " "
5	The availability of minorities having requisite skills in an area in which the campus can reasonably recruit	18.0	.75	13.5	Tables 8A, 26A San Francisco and Alameda Counties
6.	The availability of promotable and transferable minorities within the campus organization	20.0	.05	1.0	Campus X employment data as of 1/15/80
7	The existence of training institutions capable of training persons in the requisite skills	19.8	.05	1.0	Polytechnic Institute Skilled Craft Community College
8.	The degree of training which the campus is reasonably able to undertake as a means of making all job classes available to minorities	20.0	.05	1.0	WIN-COD CETA Training Funds
Final Availability Factor (Total) =				18.28	

## APPENDIX E

Note: Concerning the University's Narrative Evaluation

The University of California submitted its narrative evaluation, required in AB 105, to the Commission on August 29, 1980. The evaluation was made on data which the University had submitted as an accurate representation of their workforce statistics. However, over the ensuing three months, errors were discovered in portions of the University's data and the data were subsequently corrected and resubmitted to the Commission. Therefore, the University's narrative evaluation, and the charts within, do not fully correspond to the corrected data on the University's work force used in the Commission's report.



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# UNIVERSITY OF CALIFORNIA SYSTEMWIDE ADMINISTRATION

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Office of the Vice President--  
Academic and Staff Personnel Relations

BERKELEY, CALIFORNIA 94720

August 29, 1980

Mr. John Harrison  
Associate Director - Administration  
California Postsecondary Education Commission  
1020 Twelfth Street  
Sacramento, California 95814

Dear John:

Please find enclosed a copy of our Report as required under AB105. We hope that it meets the needs of your office and also addresses the concerns raised in AB105.

The Report is unique in one respect and that is, that it presents an overall picture of the University of California's equal opportunity and affirmative action programs over the past two years. There may be inconsistencies between campuses in their manner of reporting that distort the data. We have tried to ensure that definitions on data classification are uniformly applied, but know that some information continues to be misclassified. It is our intention to assure that reporting such information is consistent and proper. Accordingly, the data submitted herein may contain inaccuracies that will undoubtedly be traced in future reviews and reports.

I also want to note that we have had some problems in correcting the 1977 EEO-6 data in the manner you requested. The new grouping of individuals into the Executive/Administrative category that was agreed upon has been done; however, re-assignments of some of the data on hires/advancements/separations for that time period cannot be made. We are also unable to submit a corrected salary histogram at this time. If we are successful in developing new salary data, we will, of course, forward this to you.

I believe, in spite of the problems with these data, we can draw two very important conclusions from them: one, that the University of California is fully committed to affirmative action; and two, that this is demonstrated by our concrete good faith efforts exemplified by the increases in the employment of both women and minorities in the University over the past two years. These increases have occurred in virtually all major occupational areas.

It is important that these data be interpreted in and of themselves and not compared either to other University personnel or affirmative action documents or to information from the other segments of the California postsecondary educational community. This is because the definitions for data applied in this Report are unique to this Report, and are therefore not comparable to anything else. I want to caution particularly against comparing these data to other University documents, since the figures will not be comparable. One important reason for this lack of internal comparability with other University information is the time period covered in this Report - October 1, 1977 to November 30, 1979. Virtually all other University personnel reports

Mr. John Harrison  
August 29, 1980  
Page 2

capture information between July 1 and June 30. Although many personnel actions occur throughout the year, there are some important activities, especially for the academic workforce, that occur on either July 1 or June 30. For instance, most new appointments are made for July 1, and many separations occur on June 30. Advancements also normally occur on July 1. The October 1/November 30 time frame used in this Report will tend to distort the ratio of separations/appointments/advancements. In general, the distortion misstates the number of advancements and appointments relative to separations so that the workforce appears larger than it is on the average. I hope to work over the next two years to make improvements so that these data will become useful within the University for personnel analysis and affirmative action planning.

In sum, the Report herein submitted represents the status of affirmative action related data as reported from October 1977 to November 1979. Again, I hope that this Report meets your expectation at this time. If we can be of further assistance and can answer any questions on this matter, please don't hesitate to call me or Anthony U. Martinez, Assistant Vice President, Affirmative Action Planning and Review.

Sincerely,

  
Archie Kleindartner  
Vice President

cc: Associate Director O'Brien  
President Saxon  
Vice President Swain  
Vice President Jenkins  
Special Assistant Paige  
Assistant Vice President Blakely  
Assistant Vice President Martinez  
Assistant Vice President Stover  
Assistant Vice President West  
Director Condren

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## ANALYSIS AND MAJOR CONCLUSIONS

### ACADEMIC EMPLOYEES

The academic workforce has increased by 3% (from 10,366 to 10,762) overall in headcount employees during the reporting period. The area of highest growth among academic employees was the group of Academic Professional Researchers; this group increased by 294 headcount employees, and accounted for almost three-fourths of the total academic workforce growths (see Table III-8). The group of Academic Administrators (Table III-1) have also increased during this period by 54 headcount employees. The proportionate employment of women and minorities for both of these groups has remained steady or slightly declined during this two year period (see Table I-3). Because these workgroups tend to be relatively unstable, with high annual turnover of positions, it is hard to evaluate these data.

The total of "ladder" faculty groups (Professors, Associate Professors and Assistant Professors, Tables III-2 - III-4), has remained virtually steady during this period with an increase of only 19 headcount positions. There has been a substantial redistribution within these ranks, however, with the number of headcount Professors increasing by 222 and the number of both Associate and Assistant Professors declining by 203, or an approximately 6% decline for each rank. This redistribution is attributable to a steady state combined with normal advancements. A major issue for the University in the coming decade will be to maintain quality and dynamism among the faculty; this is an affirmative action issue, as well.

The representation of women and minorities among the regular ranks faculty have increased or remained steady in most groups and the proportion of White males and Native American females has declined during this period. The increase in both women and minorities is encouraging especially given the limited growth during this period. The largest increase in women and minorities have been at the Associate Professor rank, which is the first tenure level rank for UC faculty (see Table III-3). Here the percentage of women employed has increased by 3% and of minorities by 2%. Corresponding increases of percentage representation for women Assistant Professors was 3%; minority representation at the Assistant Professor rank increased by 1%.

There were proportionate increases in minorities employed as Lecturers, Librarians, and Cooperative Extension Academic Professionals. Proportionate representation for women among these groups increased only among Librarians, while remaining steady for the other two groups. Representation of minority employees as a percentage of the total workforce decreased in University Extension by 3%.

Comparisons of workforce gains with availability statistics cannot be made at this level of aggregation for academic employees because the pools differ significantly among the various professional categories and within each specialty.

#### STAFF EMPLOYEES

The overall size of the staff workforce has remained more or less stable over the past two years. There have been, however, increases among some occupational categories and decreases in others. Some of these changes may have been caused

by the combinations of title codes into Federal Occupational Code categories that were performed for the 1979 revision, so conclusions should be drawn from aggregated data only. The University will continue to work to improve data definitions for these reports so that reasonable analyses of real workforce changes can be made.

For the total staff workforce in 1977, 30% were minorities and 64% women; in 1979, minority employment increased to 32% and employment of women to 66% (see Tables I-1 - I-3). These increases occurred during a period where new opportunities were very limited. A major personnel management and affirmative action issue in the coming decade will be to meet affirmative action and other workforce goals within existing or even diminishing resources.

There have been increases in the proportions of women and minorities employed in all of the major categories of staff personnel (see Table I-3). For the Executive/Managerial category (Table IV-1), there has been an overall growth in headcount employees of approximately 4%. Representation of women has increased by 7% and of minorities by 2%. These gains appear to have been made largely because of internal advancements of women and minorities within the workforce rather than because of new hires. This represents an important movement of these groups and may be attributable in part to major development efforts aimed at improvements in minority and female representation.

There has been what appears to be substantial growth in the workforce of non-academic professional employees (Table IV-2), from 12,087 employees in 1977 to 13,016 employees in 1979, an 8% increase, which is the largest of any category in the University. The proportions of minorities and women increased

by 1%. These increases are attributable to advancements within the workforce rather than to new hires.

The size of the workforce for skilled crafts and technicians (Tables IV-4 and IV-5) have remained virtually steady; there have been slight increases in employment for women and minorities in these areas as well.

The total workforce for secretarial/clerical groups (Table IV-3) and for service/maintenance classes (IV-6) have declined by 3% and 9%, respectively, during this period. The total decline in headcount positions in the workforce appears to be close to 1000 for these two groups. It is hard to tell from these data the reasons for these declines, because of problems in the reporting of "separations" actions for these categories. In spite of the workforce declines, the proportion of each workforce occupied by minorities and by women have increased

The net result of the changes in the staff workforce during this period has been to achieve a workforce that is relatively well balanced. The University's employment patterns compare very favorably with conventional availability statistics (see Table IV-7). These comparisons are made for illustrative purposes only; however, since computations of availability and underutilization for affirmative action planning purposes are done for job groups that are smaller than these areas of primary occupational activity. It continues to be difficult to try to interpret whether or not balance in the workforce is "correct" or not. There are areas where the University would appear to have women and minorities employed in numbers in excess of conventional "availability" statistics. An example of this is in the secretarial/clerical categories where



women comprise 86% and minorities 31% of the workforce. Both of these figures are higher than comparable statistics from the 1976 California workforce sample. (See Appendix D for the source of these data). It is not useful to attempt to extrapolate from these highly aggregated figures conclusions about whether the University has "enough," "too many," or "not enough" women and minority employees in these categories. The University continues to strive for a diverse, balanced workforce at all occupational levels.

University of California /

9

Workforce 1977 - Table I-1

Primary Occupational Activity	Total		Men				Women				Asian or Pacific Islander	Native American	
	A	B	Non Hispanic		Total	Asian or Pacific Islander	Non Hispanic		Total	Asian or Pacific Islander			Native American
			White	Black			White	Black					
Executive/Managerial	1294	885	781	56	419	1	312	24	336	6	1	1	
Academic Administrators	261	228	216	5	33	4	30	2	32	0	0	0	
Regular Faculty Professor	3743	3587	3332	31	166	8	156	149	166	3	0	0	
Regular Faculty Associate Professor	1679	1504	1374	30	62	4	175	5	179	3	1	1	
Regular Faculty Assistant Professor	1505	1160	999	44	60	5	292	16	308	20	4	4	
Regular Faculty Instructor	4	4	4	0	0	0	0	0	0	0	0	0	
Lecturer S.O.F.	126	81	64	4	45	1	41	2	43	1	0	0	
Academic Professional Research	1803	1195	1017	8	142	2	608	519	1127	13	1	1	
Academic Professional Librarians	601	214	184	6	3	1	387	336	723	7	4	4	
Academic Professional Cooperative Extension	465	381	369	3	3	0	67	10	77	5	0	0	
Academic Professional University Extension	122	51	48	2	1	0	71	65	136	1	0	0	
Academic Professional Miscellaneous	57	36	31	2	21	0	18	0	18	2	0	0	
Non Academic Professional	12087	4313	3504	199	403	21	7774	6247	14021	220	29	29	
Secretarial/Clerical	17205	2596	1728	348	201	32	14609	10482	25091	1243	123	123	
Technical/Paraprofessional	5455	2599	1868	322	193	16	2856	1726	4582	285	20	20	
Skilled Craft	1527	1488	1198	92	125	25	39	29	68	6	0	0	
Service/Maintenance	5686	3650	1661	1093	614	35	2016	747	2763	269	17	17	
Total Academic	10366	8441	7638	135	190	22	1925	1674	3599	50	10	10	
Total Staff	43254	15531	10740	2110	130	1118	130	19603	3614	2029	190	190	
Total	53620	23972	18378	2245	1623	152	29648	21277	50925	2079	210	210	

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Workforce 1979 - Table I-2

Primary Occupational Activity	Total	Non Hispanic			Hispanic (Chicano/Latino)			Asian or Pacific Islander			Native American		
		Total	White	Black	L	M	N	I	J	K	O	P	Q
Professors/Managerial	A	1349	813	634	30	20	6	1	277	13	1	1	4
Academic Administrators	B	315	287	266	3	7	1	0	0	1	0	0	0
Regular Faculty Professor	C	3965	3781	3498	56	187	8	59	177	3	3	0	0
Regular Faculty Associate Professor	D	1581	1358	1216	44	59	5	62	200	10	6	1	1
Regular Faculty Assistant Professor	E	1400	1041	884	55	62	4	359	307	9	24	5	5
Regular Faculty Instructor	F	1	1	1	0	0	0	0	0	0	0	0	0
Lecturer Staff	G	141	91	74	5	7	1	50	41	2	3	1	1
Academic Professional Research	H	2097	1562	1316	39	189	3	535	457	7	66	1	1
Academic Professional Librarians	I	582	206	176	4	19	1	376	325	6	31	4	4
Academic Professional Cooperative Extension	J	474	390	367	13	6	0	84	68	8	2	0	0
Academic Professional University Extension	K	121	51	49	0	0	0	70	67	3	0	0	0
Academic Professional Miscellaneous	L	85	59	56	1	0	0	26	24	1	0	0	0
Non Academic Professional	M	17016	4514	3587	207	471	25	8502	6754	377	248	1094	29
Secretarial/Clerical	N	16735	2274	1448	283	194	15	14461	10142	1768	1372	1066	113
Technical/Paraprofessional	O	5461	2481	1774	198	222	14	2980	1716	647	332	267	18
Skilled Craft	P	1559	1478	1146	130	63	22	81	60	5	12	4	0
Servant/Maintenance	Q	5167	3351	1396	642	263	26	1813	583	801	300	113	16
Total Academic	R	10762	8827	7903	220	536	23	1935	1693	49	46	135	12
Total Staff	S	43287	14914	10045	1490	1233	108	28373	19532	3625	2277	2561	180
Total	T	54049	23741	17948	1710	1769	131	30308	21225	3674	2323	2696	192

August 29, 1980

## University of California

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## PROPORTIONATE CHANGES IN WORKFORCE - 1977 - 1979 - TABLE 1-3

PRIMARY OCCUPATIONAL ACTIVITY	1977 HEADCOUNT WORKFORCE	1979 HEADCOUNT WORKFORCE	INCREASE/ DECREASE	1977 WORKFORCE % Minority % Women	1979 WORKFORCE % Minority % Women	PROPORTIONATE CHANGE	
						Minority	Women
Executive/Managerial	1294	1349	+ 55	11%	32%	+ 2%	+ 7%
Academic Administrators	261	315	+ 54	6%	13%	--	- 5%
Regular Faculty Professors	3743	3965	+222	7%	4%	--	+ 1%
Regular Faculty Associate Professors	1679	1581	- 98	8%	10%	+ 2%	+ 4%
Regular Faculty Assistant Professors	1505	1400	-105	14%	23%	+ 1%	+ 3%
Regular Faculty Instructors	4	1	- 3	0	0	--	--
Regular Faculty Lecturers	126	741	+ 15	17%	36%	+ 1%	--
Academic Professionals Research	1803	2097	+294	15%	34%	--	- 8%
Academic Professionals Librarians	601	582	- 19	13%	64%	+ 1%	+ 1%
Academic Professionals Coop Ext	465	474	+ 9	6%	18%	+ 2%	--
Academic Professionals Univ Ext	122	121	- 1	7%	58%	- 3%	--
Other Academic Professionals	57	85	+ 28	14%	37%	- 8%	- 6%
Non-Academic Professionals	12087	13016	+929	19%	64%	+ 1%	+ 1%
Secretarial/Clerical	17205	16735	-470	29%	85%	+ 2%	+ 1%
Technicians	5455	5461	- 6	34%	52%	+ 3%	+ 2%
Skilled Crafts	1527	1559	+ 32	20%	3%	+ 3%	+ 2%
Service/Maintenance	5886	5167	- 519	58%	36%	+ 4%	- 1%
TOTAL	53620	54049	+ 429	26%	55%	+ 2%	+ 1%

August 29, 1980

Illness and Appointments, 1977-78 - Table II-1

Primary Occupational Activity	Total		Men				Women			
	A	B	Non Hispanic		Asian or Pacific Islander	Native American	Total		Non Hispanic White	Hispanic (Chicano/Latino)
			C	D			E	F		
Executive/Managerial	191	114	98	11	1	1	1	77	58	10
Academic Administrators	38	30	23	0	5	0	2	8	7	0
Regular Faculty Professor	203	182	163	0	15	1	3	21	21	0
Regular Faculty Associate Professor	103	85	71	2	8	0	4	18	17	0
Regular Faculty Assistant Professor	526	385	329	14	25	1	16	141	119	5
Regular Faculty Instructor	5	3	3	0	0	0	0	2	1	0
Lecturer Staff	19	9	7	0	1	0	1	10	5	1
Academic Professional Research	588	461	390	2	50	0	19	127	107	2
Academic Professional Librarians	77	23	20	1	0	0	2	54	42	1
Academic Professional Cooperative Education	65	44	34	1	3	0	6	21	15	0
Academic Professional University Extension	39	18	18	0	0	0	0	21	21	0
Academic Professional Miscellaneous	44	32	31	0	0	0	1	12	11	1
Non Academic Professional	4468	1339	1042	94	138	7	58	3129	2577	115
Secretarial/Clerical	7544	1038	707	151	72	10	98	6506	4795	641
Technical/Paraprofessional	2476	964	715	77	85	6	81	1512	1080	140
Skilled Craft	314	327	265	23	16	4	19	7	5	0
Service/Maintenance	1857	1182	565	301	92	8	216	675	349	169
Total Academic	1707	1277	1089	20	107	2	54	435	366	10
Total Staff	16870	4964	3392	657	406	36	473	11906	8864	1075
Total	18577	6236	4481	677	513	38	527	12341	9230	1085

August 29, 1980

Total Advancements (To and Within), 1977-79 - Table II-2

Primary Occupational Activity	Total		Non-Hispanic			Hispanic (Chicano/Latino)			Asian or Pacific Islander			Native American			Total			Non-Hispanic			Hispanic (Chicano/Latino)			Asian or Pacific Islander			Native American		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC
To Faculty/AM Faculty	179	83	65	9	9	7	2	0	2	0	0	0	0	0	96	82	0	0	0	0	0	0	0	0	0	0	0	0	0
Within Academic/Managerial	230	108	84	11	11	10	2	1	2	1	1	1	1	1	122	108	7	3	3	1	3	3	1	1	1	1	1	1	1
To Faculty/Executive Professor	346	116	300	2	2	3	10	1	10	1	1	1	1	1	30	30	0	0	0	0	0	0	0	0	0	0	0	0	0
To Higher Faculty Associate Professor	397	330	299	6	6	12	11	2	11	2	2	2	2	2	67	61	2	2	2	2	2	2	2	2	2	2	2	2	2
To Academic Professional Librarian	86	66	56	0	0	0	10	0	10	0	0	0	0	0	20	19	0	0	0	0	0	0	0	0	0	0	0	0	0
To Academic Professional Cooperative Extension	27	22	21	0	0	1	2	0	2	0	0	0	0	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
To Academic Professional University Extension	33	8	7	1	1	0	0	0	0	0	0	0	0	0	25	24	1	0	0	0	0	0	0	0	0	0	0	0	0
To Academic Professional Miscellaneous	13	9	7	1	1	1	0	0	0	0	0	0	0	0	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
To Non Academic Professional	705	210	186	7	7	14	23	0	23	0	0	0	0	0	475	350	25	17	79	4	17	79	4	17	79	4	17	79	4
Within Non Academic Professional	2371	762	605	36	36	42	78	1	78	1	1	1	1	1	1609	1301	62	51	192	3	51	192	3	51	192	3	51	192	3
To Secretary/Clerical	646	115	96	20	20	19	10	0	10	0	0	0	0	0	501	370	53	35	42	1	35	42	1	35	42	1	35	42	1
Within Secretary/Clerical	4390	552	355	55	55	81	47	14	47	14	14	14	14	14	3838	2913	319	318	264	14	318	264	14	318	264	14	318	264	14
To Technical/Paraprofessional	391	151	93	23	23	18	18	2	18	2	2	2	2	2	237	141	47	25	24	0	25	24	0	25	24	0	25	24	0
Within Technical/Paraprofessional	919	409	305	36	36	19	26	3	26	3	3	3	3	3	510	341	71	39	52	5	39	52	5	39	52	5	39	52	5
To Academic Professional	71	61	41	11	11	10	4	1	4	1	1	1	1	1	4	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Within Academic Professional	159	158	127	7	7	19	2	3	2	3	3	3	3	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
To Secretary/Maintenance	134	96	48	21	21	16	11	0	11	0	0	0	0	0	38	14	17	3	4	0	3	4	0	3	4	0	3	4	0
Within Secretary/Maintenance	506	324	158	85	85	65	14	2	14	2	2	2	2	2	182	82	61	27	9	1	27	9	1	27	9	1	27	9	1
To Academic Professional	980	770	704	12	12	18	31	4	31	4	4	4	4	4	210	192	4	4	9	1	4	9	1	4	9	1	4	9	1
Within Academic Professional	2126	775	529	91	91	78	68	24	68	24	24	24	24	24	1351	959	198	87	152	5	87	152	5	87	152	5	87	152	5
To Academic Professional	8575	2313	1634	230	230	256	169	33	169	33	33	33	33	33	6262	4746	522	438	520	36	438	520	36	438	520	36	438	520	36
Within Academic Professional	980	770	704	12	12	18	31	4	31	4	4	4	4	4	210	192	4	4	9	1	4	9	1	4	9	1	4	9	1
Total Staff	10701	3088	2163	321	321	334	237	27	237	27	27	27	27	27	7613	5705	670	525	672	41	525	672	41	525	672	41	525	672	41

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Separations, 1977-79 - Table 11-3

Primary Occupational Activity	Total	Non Hispanic				Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total		Non Hispanic		Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
		A	B	White	Black				White	Black					
Executive/Managerial	409	189	167	14	14	5	J	0	11	107	J	6	4	L	M
Academic Administrators	24	19	17	0	0	0	2	0	5	5	0	0	0	0	0
Regular Faculty Professor	280	263	251	1	1	4	7	0	17	16	0	1	0	0	0
Regular Faculty Associate Professor	77	68	64	1	1	0	3	0	9	7	1	1	0	0	0
Regular Faculty Assistant Professor	350	269	236	12	12	10	10	0	81	67	6	3	5	0	0
Regular Faculty Instructor	5	4	4	0	0	0	0	0	1	1	0	0	0	0	0
Lecturer S O E	10	9	9	0	0	0	0	0	1	1	0	0	0	0	0
Academic Professional Research	558	454	377	1	1	22	54	0	104	93	2	3	6	0	0
Academic Professional Librarians	91	30	28	0	0	0	2	0	61	50	3	0	7	1	1
Academic Professional Comparative Literature	72	55	50	0	0	4	1	0	17	13	1	3	0	0	0
Academic Professional University Extension	39	16	16	0	0	0	0	0	23	19	4	0	0	0	0
Academic Professional Miscellaneous	16	14	12	0	0	2	0	0	2	2	0	0	0	0	0
Non Academic Professional	4489	1386	1154	62	62	55	109	6	3103	2576	109	74	336	8	8
Secretarial/Clerical	7156	1054	695	135	135	128	71	5	6102	4632	595	441	379	35	35
Technical/Paraprofessional	2307	1005	732	109	109	85	71	8	1302	939	173	101	78	11	11
Skilled Craft	385	381	329	15	15	22	8	7	4	2	1	1	0	0	0
Service/Maintenance	1752	1197	597	331	331	202	53	14	555	279	172	69	27	8	8
Total Academic	1527	1201	1064	15	15	42	79	1	321	274	17	11	18	1	1
Total Staff	16398	5212	3674	686	686	497	315	40	11186	8535	1053	692	824	82	82
Total	17920	6413	4738	701	701	539	394	41	11507	8809	1070	703	842	83	83

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Academic Administrators - Table III-1

	Total	Men			Asian or Pacific Islander	Native American	Total		Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
		Non Hispanic White	Black	Hispanic (Chicano Latino)			Non Hispanic White	Black			
Headcount											
1977 Workforce 1977 1979	261	228	216	5	2	4	1	33	2	1	0
Appointments	38	30	23	0	2	5	0	8	0	0	0
Separations	24	19	17	0	0	2	0	5	0	0	0
1979 Workforce	315	287	266	8	3	7	3	26	0	0	0

	Total	Men			Asian or Pacific Islander	Native American	Total	Non Hispanic		Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
		Non Hispanic White	Black	Hispanic (Chicano Latino)				White	Black			
Percent												
1977 Workforce 1977 1979	100.0	87.4	82.8	1.9	0.6	1.5	0.4	12.6	11.5	0.8	0.0	0.0
Appointments	100.0	79.0	60.5	0.0	5.2	13.2	0.0	21.0	18.4	0.0	2.6	0.0
Separations	100.0	79.2	70.8	0.0	0.0	8.3	0.0	20.8	20.8	0.0	0.0	0.0
1979 Workforce	100.0	91.1	84.4	2.5	1.0	2.2	1.0	8.9	8.6	0.0	0.3	0.0

	Total	Men			Asian or Pacific Islander	Native American	Total	Non Hispanic		Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
		Non Hispanic White	Black	Hispanic (Chicano Latino)				White	Black			
Change in Workforce												
Changes in Headcount	34	59	50	3	1	3	2	-3	2	1	1	0
Change in Percentage Composition	0.0	3.7	1.7	0.6	0.2	0.7	0.6	-3.7	2.9	0.3	-0.4	0.0



Regular Faculty Professors - Table III-2

	Total	Men			Asian or Pacific Islander	Total	Women		
		Non Hispanic White	Hispanic (Chicano/Latino)	Black			Non Hispanic White	Hispanic (Chicano/Latino)	Black
Headcount									
1977 Workforce	3743	3332	31	50	166	8	149	3	0
1977 1979									
Appointments	203	182	0	3	15	1	21	0	0
Advancements to Class	346	300	2	3	10	1	30	0	0
Separations	280	263	1	4	7	0	16	1	0
1979 Workforce	3963	3498	32	36	187	8	177	3	0

	Total	Men			Asian or Pacific Islander	Total	Women		
		Non Hispanic White	Hispanic (Chicano/Latino)	Black			Non Hispanic White	Hispanic (Chicano/Latino)	Black
Percent									
1977 Workforce	100.00	89.02	0.83	1.34	4.43	0.21	3.98	0.03	0.00
1977 1979									
Appointments	100.00	80.30	0.00	1.48	7.39	0.49	10.34	0.00	0.00
Advancements to Class	100.00	86.71	0.58	0.87	2.89	0.29	8.67	0.00	0.00
Separations	100.00	80.64	0.36	1.43	2.50	0.00	5.71	0.00	0.00
1979 Workforce	100.00	88.22	0.81	1.41	4.72	0.20	4.46	0.03	0.00

	Total	Men			Asian or Pacific Islander	Total	Women		
		Non Hispanic White	Hispanic (Chicano/Latino)	Black			Non Hispanic White	Hispanic (Chicano/Latino)	Black
Change in Workforce									
Change in Headcount	222	166	1	6	21	0	28	0	0
Change in Percentage Composition	0.0	0.47	0.02	0.07	0.29	0.01	0.47	0.00	0.00

	Total	Men			Asian or Pacific Islander	Total	Women		
		Non Hispanic White	Hispanic (Chicano/Latino)	Black			Non Hispanic White	Hispanic (Chicano/Latino)	Black
Ph.D. from U.S. Universities	76.8	69.8	2.5	0.9	1.2	0.4	23.2	20.8	1.3
1971 1975									
Source: Commission on Human Resources, National Research Council of Science									
Native American									
Asian or Pacific Islander									
Hispanic (Chicano/Latino)									
Black									
Native American									

Regular Faculty Associate Professors - Table III-3

	Total	Men			Women		
		Total	Non Hispanic	Hispanic (Chicano-Latino)	Asian or Pacific Islander	Native American	Total
1977 Workforce	1679	1504	1374	10	34	62	175
1977 Workforce							
Appointments	103	85	71	2	4	8	18
Advancements to Class	397	330	299	6	12	11	61
out of Class	346	316	300	2	1	10	30
Separations	77	68	64	1	0	3	7
1979 Workforce	1581	1158	1216	14	44	59	223

	Total	Men			Women		
		Total	Non Hispanic	Hispanic (Chicano-Latino)	Asian or Pacific Islander	Native American	Total
1977 Workforce	100.00	89.58	81.81	1.79	2.01	1.69	0.21
1977 Workforce							
Appointments	100.00	82.52	68.93	1.94	3.88	7.77	0.60
Advancements to Class	100.00	83.12	75.31	1.51	1.02	2.77	0.50
out of Class	100.00	91.31	86.71	0.58	0.87	2.89	0.29
Separations	100.00	88.31	83.12	1.30	0.00	3.90	0.00
1979 Workforce	100.00	85.90	76.91	2.15	2.78	3.73	0.32

	Total	Men			Women		
		Total	Non Hispanic	Hispanic (Chicano-Latino)	Asian or Pacific Islander	Native American	Total
Change in Workforce							
Change in Headcount	98	-146	4	10	3	1	48
Change in Percentage Composition	0.00	3.68	0.36	0.15	0.04	0.08	3.68

	Total	Men			Women		
		Total	Non Hispanic	Hispanic (Chicano-Latino)	Asian or Pacific Islander	Native American	Total
Ph.D. from U.S. Universities	100.0	76.8	69.8	2.5	0.9	1.2	0.4
1977 Workforce							
Appointments	100.0	82.52	68.93	1.94	3.88	7.77	0.60
Advancements to Class	100.0	83.12	75.31	1.51	1.02	2.77	0.50
out of Class	100.0	91.31	86.71	0.58	0.87	2.89	0.29
Separations	100.0	88.31	83.12	1.30	0.00	3.90	0.00
1979 Workforce							
Appointments	100.0	85.90	76.91	2.15	2.78	3.73	0.32



	Regular Adult Instructors									
	Men					Women				
	Total	Non Hispanic White   Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White   Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
Headcount										
1977 Workforce	4	4	0	0	0	0	0	0	0	0
1977 1979 Appointments	5	3	0	0	0	2	1	0	1	0
Separations	1	1	0	0	0	1	1	0	0	0
1979 Workforce	1	1	0	0	0	0	0	0	0	0

	Men					Women				
	Total	Non Hispanic White   Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White   Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
	Percent									
1977 Workforce	100	100	0	0	0	0	0	0	0	0
1977 1979 Appointments	100	60	0	0	0	40	20	0	0	20
Separations	100	80	0	0	0	20	20	0	0	0
1979 Workforce	100	100	0	0	0	0	0	0	0	0

	Men					Women				
	Total	Non Hispanic White   Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White   Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
	Change in Headcount									
Change in Headcount	3	3	0	0	0	0	0	0	0	0
Change in Percentage Composition	0	0	0	0	0	0	0	0	0	0

Regular Faculty Lecturers SUI - Table III-6

	Total	Men				Women			
		Total	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic	Hispanic (Chicano Latino)
		White	Black				White	Black	
Headcount									
1977 Workforce	126	81	64	4	6	1	45	41	2
1977 1979									
Appointments	19	9	7	0	1	0	10	5	1
Separations	10	9	9	0	0	0	1	1	0
1979 Workforce	141	91	74	4	7	1	50	41	3

	Total	Men				Women			
		Total	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic	Hispanic (Chicano Latino)
		White	Black				White	Black	
Percent									
1977 Workforce	100.0	64.3	50.8	3.2	4.8	0.8	35.7	32.5	1.6
1977 1979									
Appointments	100.0	47.4	36.8	0.0	5.3	0.0	52.6	26.3	5.3
Separations	100.0	90.0	90.0	0.0	0.0	0.0	4.8	4.8	0.0
1979 Workforce	100.0	64.5	52.5	2.8	5.0	0.7	35.5	29.1	2.1

	Total	Men				Women			
		Total	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic	Hispanic (Chicano Latino)
		White	Black				White	Black	
Change in Workforce									
Change in Headcount	15	10	0	1	1	0	5	0	1
Change in Percentage Composition	0.0	0.3	0.3	0.2	0.2	0.1	-0.3	0.5	0.6

Temporary Teaching Faculty - Table III-7

	Total	Men					Women				
		Non Hispanic		Hispanic (Chicano Latino)		Asian or Pacific Islander	Non Hispanic		Hispanic (Chicano Latino)		Asian or Pacific Islander
		White	Black	White	Black		White	Black	White	Black	
1977 Workforce	4451	3065	2702	65	76	214	1198	39	49		87
1979 Workforce	4996	3465	3011	71	108	271	1306	56	59		104
							1386				13
							1531				6

Percent	Total	Men					Women				
		Non Hispanic		Hispanic (Chicano Latino)		Asian or Pacific Islander	Non Hispanic		Hispanic (Chicano Latino)		Asian or Pacific Islander
		White	Black	White	Black		White	Black	White	Black	
1977 Workforce	68.86	60.71	1.46	1.71	4.81	31.14	26.92	0.88	1.10	1.95	0.29
1979 Workforce	69.35	60.27	1.42	2.16	5.42	30.64	26.14	1.12	1.18	2.08	0.12

	Total				Men				Women			
	Total	Non Hispanic White	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White
Headcount												
1977 Workforce	1803	1195	1017	8	26	142	2	142	2	2	608	519
1977 1979												
Appointments	588	461	390	2	19	50	0	50	0	0	127	107
Advancements to Class	86	66	56	0	0	10	0	10	0	0	20	19
Separations	558	454	377	1	22	54	0	54	0	0	104	93
Total Workforce	2097	1562	1316	15	39	189	1	189	1	1	535	457

	Total				Men				Women			
	Total	Non Hispanic White	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White
1977 Workforce	100.00	66.28	56.41	0.44	1.43	7.88	0.11	13.72	28.79	0.11	0.72	4.05
1977 1979												
Appointments	100.00	78.40	66.31	0.34	3.23	8.50	0.00	21.60	18.20	0.34	0.34	2.72
Advancements to Class	100.00	76.74	65.12	0.00	0.00	11.63	0.00	23.26	22.69	0.00	0.00	1.16
Separations	100.00	81.36	67.56	0.18	3.94	9.68	0.00	18.64	16.67	0.36	0.54	1.08
Total Workforce	100.00	74.49	62.76	0.72	1.86	9.01	0.14	25.51	21.79	0.33	0.19	3.15

	Total				Men				Women			
	Total	Non Hispanic White	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White
Change in Workforce												
Change in Headcount	294	299	7	13	47	73	-62	5	-9	-7	0	0
Change in Percentage Composition	0.00	8.21	0.35	0.28	0.42	1.13	-8.21	0.03	-0.33	-0.90	0.00	0.00

WORKFORCE BY ETHNICITY

	Total	Men			Asian or Pacific Islander	Total	Women		
		Non Hispanic White	Hispanic (Chicano Latino)	Native American			Non Hispanic White	Hispanic (Chicano Latino)	Native American
1977 Workforce	601	214	184	6	3	20	336	8	4
1977 1979									
Appointments	77	21	20	1	2	0	54	1	3
Advancements in Class	76	19	14	2	1	2	59	1	1
Supervisors	91	30	28	0	0	2	61	3	1
1979 Workforce	582	206	176	6	4	19	376	6	4

	Total	Men			Asian or Pacific Islander	Total	Women		
		Non Hispanic White	Hispanic (Chicano Latino)	Native American			Non Hispanic White	Hispanic (Chicano Latino)	Native American
1977 Workforce	100.0	35.6	30.7	1.0	0.5	3.3	64.4	55.9	1.3
1977 1979									
Appointments	100.0	29.9	26.0	1.3	2.6	0.0	70.1	51.5	1.3
Advancements in Class	100.0	21.4	17.9	2.6	1.3	2.6	78.6	64.1	1.3
Supervisors	100.0	33.0	30.8	0.0	0.0	2.2	67.0	54.9	3.3
1979 Workforce	100.0	35.4	30.2	1.0	0.7	3.3	64.6	53.8	1.0

	Total	Men			Asian or Pacific Islander	Total	Women		
		Non Hispanic White	Hispanic (Chicano Latino)	Native American			Non Hispanic White	Hispanic (Chicano Latino)	Native American
Change in Workforce									
Change in Headcount	19	8	0	1	1	-11	11	-2	3
Change in Percentage Composition	0.0	0.2	0.0	0.2	0.1	-0.2	0.1	0.3	0.6



ALBUQUE RPPLESONS Cooperative Extension - TABLE 111-10

	Total	Men			Asian or Pacific Islander	Native American	Total		Non Hispanic		Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
		White	Black	Hispanic (Chicano Latino)			White	Black	White	Black			
1977 Workforce	465	381	369	3	6	3	0	84	67	10	5	2	0
1977 1979													
Appointments	65	44	34	1	6	1	0	21	15	0	5	1	0
Advancements to Class	27	22	21	0	1	0	0	5	5	0	0	0	0
Scholarships	72	55	50	0	4	1	0	17	13	1	3	0	0
1979 Workforce	414	390	367	4	11	6	0	84	68	8	6	2	0

	Total	Men			Asian or Pacific Islander	Native American	Total		Non Hispanic		Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
		White	Black	Hispanic (Chicano Latino)			White	Black	White	Black			
1977 Workforce	100.0	81.9	79.3	0.6	1.3	0.6	0.0	18.1	14.4	2.2	1.1	0.1	0.0
1977 1979													
Appointments	100.0	67.7	52.3	1.5	9.2	4.6	0.0	32.1	23.1	0.0	7.7	1.5	0.0
Advancements to Class	100.0	81.5	77.8	0.0	3.7	0.0	0.0	18.5	18.5	0.0	0.0	0.0	0.0
Scholarships	100.0	76.4	69.4	0.0	5.6	1.4	0.0	23.6	18.1	1.3	4.2	0.0	0.0
1979 Workforce	100.0	82.3	77.4	0.8	2.7	1.3	0.0	17.7	14.3	1.7	1.3	0.4	0.0

	Total	Men			Asian or Pacific Islander	Native American	Total		Non Hispanic		Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
		White	Black	Hispanic (Chicano Latino)			White	Black	White	Black			
Change in Workforce	9	-2	1	7	3	0	0	1	2	1	1	0	0
Change in Recruitment	0.0	0.3	1.9	0.2	0.6	0.0	0.3	-0.1	0.5	0.2	0.0	0.0	0.0
Change in Percentage Composition													

Academics Employees University Extension - Table III-11

Headcount	Total									
	Men			Women			Total			American Native American
	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	White	Black	Hispanic (Chicano Latino)	
1977 Workforce	51	48	2	1	0	0	71	65	5	0
1977 1979										
Appointments	18	18	0	0	0	0	21	21	0	0
Advancements to Class	8	7	1	0	0	0	25	24	1	0
Separations	16	16	0	0	0	0	23	19	4	0
1979 Workforce	51	49	2	0	0	0	70	61	9	0

Percent	Total									
	Men			Women			Total			American Native American
	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	White	Black	Hispanic (Chicano Latino)	
1977 Workforce	41.8	39.2	1.6	0.8	0.0	0.0	58.2	53.3	4.1	0.0
1977 1979										
Appointments	46.2	46.2	0.0	0.0	0.0	0.0	53.8	53.8	0.0	0.0
Advancements to Class	24.2	21.2	3.0	0.0	0.0	0.0	75.8	72.7	3.0	0.0
Separations	41.0	41.0	0.0	0.0	0.0	0.0	59.0	48.7	10.3	0.0
1979 Workforce	42.15	40.5	1.7	0.0	0.0	0.0	57.9	55.4	2.5	0.0

Change in Workforce	Total									
	Men			Women			Total			American Native American
	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	White	Black	Hispanic (Chicano Latino)	
Change in Headcount	1	0	1	0	0	0	1	2	0	0
Change in Percentage Composition	1.2	0.0	0.8	0.0	0.0	0.0	2.1	1.6	0.0	0.0

UNIVERSITY OF CALIFORNIA  
Academic Professionals - Table III-12

	Total		Men			Women		
			Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander
	White	Black	White	Black	Native American	White	Black	Native American
Headcount								
1977 Workforce	57	36	31	2	1	0	18	2
1977 (1979)								
Appointments	44	32	31	0	0	0	11	0
Advancements within Class	13	9	7	1	0	0	1	0
Separations	16	14	12	0	0	0	2	0
1979 Workforce	85	59	56	2	0	0	24	0

	Total		Men			Women		
			Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander
	White	Black	White	Black	Native American	White	Black	Native American
Percent								
1977 Workforce	100	63	54	4	2	0	36.8	1.5
1977 (1979)								
Appointments	100	73	70	0	0	0	27	0
Advancements within Class	100	69	54	8	0	0	31	0
Separations	100	87.5	75.0	0.0	0.0	0.0	12.5	0.0
1979 Workforce	100	69	66	2	0	0	33	0

	Total		Men			Women		
			Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander	Non Hispanic	Hispanic (Chicano Latino)	Asian or Pacific Islander
	White	Black	White	Black	Native American	White	Black	Native American
Change in Workforce								
Change in Headcount	28	23	25	0	-1	0	5	2
Change in Percentage	0	6	11	1	-2	0	3	-4
Change in Position								

Executive/Managerial - Table IV-1

	Total	Men				Asian or Pacific Islander	American Native	Total	Non Hispanic		Asian or Pacific Islander	American Native	Total	Non Hispanic		Asian or Pacific Islander	American Native
		Total	White	Black	Hispanic (Chicano Latino)				White	Black				White	Black		
1977 Workforce	1294	885	781	56	28	19	1	409	372	24	6	1	6	1			
1977 1979																	
Hires	191	114	98	11	1	3	1	77	58	10			2			6	1
Advancements																	
in Class	179	83	65	9	7	2	0	96	82	6			5			3	0
within Class	230	108	84	11	10	2	1	122	108	7			3			3	1
Separations	309	189	167	14	5	3	0	120	107	3			6			4	0
1979 Workforce	1349	813	694	63	30	20	6	336	477	21			13			17	2

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	Total	Men				Asian or Pacific Islander	American Native	Total	Non Hispanic		Asian or Pacific Islander	American Native	Total	Non Hispanic		Asian or Pacific Islander	American Native
		Total	White	Black	Hispanic (Chicano Latino)				White	Black				White	Black		
1977 Workforce	100.00	68.39	60.36	4.33	2.16	1.47	0.08	31.61	28.75	1.85	0.46	0.46	0.08				
1977 1979																	
Hires	100.00	59.69	51.31	5.76	0.52	1.57	0.52	40.31	30.37	5.24	1.05	3.14	0.52				
Advancements																	
in Class	100.00	46.37	36.31	5.03	3.91	1.12	0.00	53.63	45.81	3.35	2.79	1.68	0.00				
within Class	100.00	46.96	36.52	4.78	4.35	0.87	0.43	53.04	46.96	3.04	1.30	1.30	0.43				
Separations	100.00	61.17	54.05	4.53	1.62	0.97	0.00	38.83	34.63	0.97	1.94	1.29	0.00				
1979 Workforce	100.00	60.21	51.45	4.67	2.22	1.48	0.44	39.73	35.36	2.06	0.96	1.26	0.15				

	Total	Men				Asian or Pacific Islander	American Native	Total	Non Hispanic		Asian or Pacific Islander	American Native	Total	Non Hispanic		Asian or Pacific Islander	American Native
		Total	White	Black	Hispanic (Chicano Latino)				White	Black				White	Black		
Change in Workforce																	
Change in Headcount	55	-72	87	7	2	1	5	127	105	3	7	11	1				
Change in Percentage Composition	0.0	8.12	8.91	0.34	0.06	0.01	0.36	8.12	6.61	0.15	0.50	0.80	0.07				

Non Academic Professionals - Table IV-2

	Total		Men		Women							
	Total	Non Hispanic white	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American		
1977 Workforce	12087	4313	3504	199	186	403	21	7774	6247	340	918	29
1977 1979												
Hires	4464	1339	1042	91	58	138	7	3129	2577	115	341	15
Advancements to Class	705	230	186	7	14	23	0	475	350	25	79	4
within Class	2371	762	605	16	42	78	1	1609	1191	62	192	3
Separations	4489	1386	1154	62	55	109	6	3103	2576	109	336	8
1979 Workforce	13016	4514	3587	223	207	471	25	8502	6754	377	1094	29

	Total		Men			Women				Asian or Pacific Islander	Native American		
	Total	Non Hispanic White	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White	Hispanic (Chicano Latino)					
1977 Workforce	100.00	35.68	28.96	1.65	1.34	3.33	0.17	64.32	51.69	2.81	1.82	7.76	0.24
1977 1979													
Hires	100.00	29.97	23.32	2.10	1.30	3.09	0.16	70.03	57.68	2.57	1.81	7.63	0.34
Advancements to Class	100.00	32.62	26.38	0.99	1.99	3.26	0.00	67.38	19.65	3.55	2.41	11.21	0.57
within Class	100.00	32.14	25.52	1.52	1.77	3.29	0.04	67.86	54.87	2.61	2.15	8.10	0.13
Separations	100.00	30.88	25.71	1.38	1.21	2.41	0.13	69.12	57.38	2.43	1.65	7.48	0.18
1979 Workforce	100.00	34.68	27.56	1.72	1.59	4.62	0.19	65.32	51.89	2.50	1.90	8.41	0.22

	Total			Men			Women						
	Total	Non Hispanic (White Black)	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic (White Black)	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American			
Change in Workforce													
Change in the amount	929	201	83	25	21	68	4	728	507	37	28	156	0
Change in Percentage Composition	0.00	1.00	1.43	0.07	0.05	0.29	0.02	1.00	0.21	0.09	0.08	0.65	0.02



Technicians - Table IV-4

	Total	Men			Women		
		Non Hispanic White	Hispanic (Chicano-Latino)	Asian or Pacific Islander	Non Hispanic White	Hispanic (Chicano-Latino)	Asian or Pacific Islander
Headcount							
1977 Workforce	5455	2599	1868	322	193	1726	285
1977 1979							
Illness	2476	964	715	77	81	1312	125
Adjustments to Class	191	154	93	21	18	141	25
within Class	919	409	305	36	26	341	39
Separates	2307	1005	732	109	85	919	101
1979 Workforce	5461	2481	1744	101	198	1716	132
1979 1977							
Illness	2476	964	715	77	81	1312	125
Adjustments to Class	191	154	93	21	18	141	25
within Class	919	409	305	36	26	341	39
Separates	2307	1005	732	109	85	919	101
1979 Workforce	5461	2481	1744	101	198	1716	132

	Total	Men			Women		
		Non Hispanic White	Hispanic (Chicano-Latino)	Asian or Pacific Islander	Non Hispanic White	Hispanic (Chicano-Latino)	Asian or Pacific Islander
Percent							
1977 Workforce	100.00	47.64	34.24	5.90	3.54	3.67	0.37
1977 1979							
Illness	100.00	18.91	28.88	3.11	3.27	3.43	0.24
Adjustments to Class	100.00	39.39	23.79	5.88	4.60	4.60	0.51
within Class	100.00	44.50	33.19	3.92	4.24	2.83	0.31
Separates	100.00	43.56	31.73	4.72	3.68	3.08	0.35
1979 Workforce	100.00	43.43	31.94	5.55	3.62	4.06	0.26

	Total	Men			Women		
		Non Hispanic White	Hispanic (Chicano-Latino)	Asian or Pacific Islander	Non Hispanic White	Hispanic (Chicano-Latino)	Asian or Pacific Islander
Change in Headcount	6	118	124	-19	5	22	2
Change in Percentage Composition	0.00	2.21	2.30	0.35	0.08	0.39	0.04

Skilled Crafts - Table IV-5

	Total			Men			Women		
	Total	Non Hispanic White / Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White / Black	Hispanic (Chicano Latino)	Asian or Pacific Islander
1977 Workforce	1527	1488	1198	92	125	48	25	39	2
1977 Workforce	114	127	265	23	19	16	4	7	2
Advancements to Class within Class	71	67	41	11	10	4	1	4	0
Advancements to Class	159	158	127	7	19	2	3	1	0
Advancements to Class	385	381	329	15	22	8	7	4	0
1977 Workforce	1539	1478	1146	117	140	61	22	81	4

	Total			Men			Women		
	Total	Non Hispanic White / Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White / Black	Hispanic (Chicano Latino)	Asian or Pacific Islander
1977 Workforce	100.00	97.45	78.45	6.02	8.19	1.64	2.55	1.90	0.11
1977 Workforce	100.00	97.90	79.14	6.89	5.69	1.20	2.10	1.50	0.00
Advancements to Class within Class	100.00	94.37	57.75	15.49	14.08	5.63	2.82	0.00	0.00
Advancements to Class	100.00	99.37	79.87	4.40	11.95	1.89	0.63	0.00	0.00
Advancements to Class	100.00	98.96	85.45	1.90	5.71	1.82	1.04	0.52	0.00
1977 Workforce	100.00	94.80	73.51	7.50	8.34	4.04	5.26	3.85	0.26

	Total			Men			Women		
	Total	Non Hispanic White / Black	Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Total	Non Hispanic White / Black	Hispanic (Chicano Latino)	Asian or Pacific Islander
Changes in Workforce	32	10	52	25	5	15	3	42	3
Changes in Workforce	0.00	-2.65	4.94	1.48	0.15	0.90	0.23	2.65	0.13
Changes in Workforce	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



Service/Maintenance - Table IV-6

	Total	Men					Total	Women			Asian or Pacific Islander	Native American	
		Total	Non Hispanic		Hispanic (Chicano Latino)	Asian or Pacific Islander		Native American	Non Hispanic				Hispanic (Chicano Latino)
			White	Black	White	Black							
Headcount													
1977 Workforce	5686	3650	1661	1093	614	247	35	2036	747	898	269	105	17
Hires	1857	1182	565	301	216	92	8	675	349	169	111	38	8
Advancements to Class	134	96	48	21	16	11	0	38	14	17	3	4	0
within Class	506	324	158	85	65	14	2	182	82	61	27	9	3
Separations	1752	1197	597	331	202	53	14	555	279	172	69	27	8
1978 Workforce	5167	3354	1396	1027	642	263	26	1813	583	801	300	113	16

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	Total	Men				Total	Women				
		Non Hispanic		Hispanic	Asian or		Non Hispanic		Hispanic	Asian or	
		White	Black	(Chicano Latino)	Pacific Islander		White	Black	(Chicano Latino)	Pacific Islander	
1977 Workforce	100.00	64.19	29.21	19.22	10.80	4.34	13.14	15.79	4.73	1.85	0.30
Hires	100.00	63.65	30.41	16.21	11.63	4.95	18.79	9.10	5.98	2.05	0.43
Advancements	100.00	71.64	35.82	15.67	11.94	8.21	10.45	12.69	2.24	2.99	0.00
to Class	100.00	64.03	31.23	16.80	12.85	2.77	16.21	12.06	5.34	1.78	0.59
within Class	100.00	68.32	34.08	18.89	11.53	3.03	15.92	9.82	3.94	1.54	0.46
Separations	100.00	64.91	27.02	19.88	12.42	5.09	11.28	13.50	5.81	2.19	0.31
1979 Workforce	100.00	64.91	27.02	19.88	12.42	5.09	11.28	13.50	5.81	2.19	0.31

	Total	Men						Women					
		Non Hispanic			Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Non Hispanic			Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American
		White	Black				Total	White	Black		Total	White	Black
Change in Workforce	519	296	-66	28	16	9	223	164	97	31	8	1	
Change in Headcount	0.00	0.72	0.66	1.62	0.75	-0.12	0.72	1.86	-0.29	1.08	0.34	0.01	
Change in Percentage Composition													

Excess/Managerial Availability - Table IV-7

	Total		Men				Women			
			Non Hispanic		Hispanic (Chicano Latino)	Asian or Pacific Islander	Native American	Non Hispanic		Hispanic (Chicano Latino)
	Total		White	Black				White	Black	
Availability U.S.A. 1976	100.00	82.90	76.53	3.32	1.88	0.97	0.20	24.19	1.84	0.65
1979										
Workforce Availability	100.00	60.27	51.45	4.67	2.22	1.48	0.44	35.36	2.00	0.96
California 1976	100.00	68.00	59.78	2.97	2.58	2.34	0.33	28.06	1.49	0.80

	Workforce 1979		California 1976		Workforce 1979		California 1976		Workforce 1979		California 1976	
	1979	1976	1979	1976	1979	1976	1979	1976	1979	1976	1979	1976
Women	62.1	40.4	86.4	79.1	35.1	33.5	52	6.1				
Non Hispanic												
Minorities	20.0	9.6	20.9	11.8	43.5	17.8	13.5	6.0				
Hispanic	5.3	3.5	9.9	9.2	18.2	15.3	9.1	11.6				
Minorities												
Total	25.4	13.1	30.7	21.0	61.7	33.1	22.6	17.6				
Minorities												
			Professional /Technical		Secretarial /Clerical		Service/ Maintenance		Skilled Crafts			

## APPENDIX A

## ACADEMIC TITLES WITHIN PRIMARY OCCUPATION ACTIVITY GROUPS

		<u>Titles</u>
1.	Academic Administrator Deans and Provosts Directors Coordinator-Administrators Academic Administrator Series	
2.	Regular Faculty: Professor  Tenured Faculty-Ladder Rank Research-Professional - Tenured (Agronomist, Astronomer, etc.)	Professor & Supervisor Rank Titles Professor Rank Titles
3	Regular Faculty: Associate Professor  Tenured Faculty-Ladder Rank Research-Professional - Tenured (Agronomist, Astronomer, etc.)	Associate Rank Titles Associate Rank Titles
4.	Regular Faculty: Assistant  Non-tenured Faculty-Ladder Rank Research-Professional-Non-tenured	Assistant Rank Titles Assistant Rank Titles
5.	Regular Faculty: Instructor  Research-Professional-Non-tenured	Instructor Rank Titles Junior Rank Titles
6.	Lecturers With Security of <u>Employment</u>	No Ranks
7.	Temporary Teaching Faculty  Lecturer/Without Security	No Ranks
	Temporary Teaching Faculty Such as Visiting, Adjunct and Clinical	All Ranks
8.	Academic Professionals: Research  Other Professional Research Such as Research, Field Supervisor (Non-visiting, Not Recalled)	Full, Associate Rank Title, and Assistant Rank Titles
	Specialists	Full, Associate, Assistant and Junior Rank Titles

		<u>Titles</u>
9	Academic Professional: Librarian	Librarian, Associate and Assistant Rank Titles
10	Academic Professional: Cooperative Extension  Specialist- Advisor, Agronomist	  Full, Associate, Assistant and Junior Rank Titles
11	University-Extension Continuing Education Specialists	Levels I - VIII
12	Academic Professional: Miscellaneous  Such as Curators, Coordinator of Public Programs, Preceptor, Head, Staff Specialists	 All Levels Within Series

APPENDIX BF.O.C. SUB-CATEGORY  
CODES

## 1. EXECUTIVE/MANAGERIAL

Management Program	AA
Other Officials and Managers	AB

## 2. NON-ACADEMIC PROFESSIONALS

Student Services	BA
Communication, Arts and Graphics	BB
Engineering and Allied Services	BC
Fiscal, Management and Staff Services	BD
Nursing Services	BE
Social and Therapeutic Services	BF
Clinical Lab Technologists	BG
Health Practitioners	BH
Science, Laboratory and Allied Services	BI

## 3. SECRETARIAL/CLERICAL

Clerical/Administrative	DA
Library Assistants	DB
Mail, Stores and Ushers Service	DC
Communications and Machine Operative Services	DD

## 4. TECHNICAL/PARAPROFESSIONAL

Health Technicians	CA
Engineering and Science Technicians	CB
Other Technicians - such as Child Care, Referee, Translator, Illustrator, Theater Technicians	CC

## 5. SKILLED CRAFT

Operations and Maintenance	EA
Reproduction Services	EB
Marine/Auto/Aircraft Maintenance	EC

## 6. SERVICE/MAINTENANCE

Operatives	FA
Laborers	GA
Food Service Workers	HA
Cleaning Service Workers	HB
Protective Service Workers	HC

## APPENDIX C - DEFINITIONS OF ACADEMIC PERSONNEL ACTIONS

APPOINTMENTS

Include the following:

1. New appointments to academic titles
2. Changes of title between academic series regardless of movement upward, laterally, or downward with respect to salary
3. Transfers to campuses

## ADVANCEMENT TO CLASS

Includes only the promotion into a given rank from a lower rank within the same series, such as from Associate to Full rank, or Assistant to Associate rank.

SEPARATIONS

Include the following:

1. Retirement
2. Expiration of appointment
3. Early retirement
4. Resignation
5. Transfers from campuses
6. Death

## APPENDIX D - DEFINITIONS RELATING TO STAFF PERSONNEL ACTIONS

HIRES

Include new hires and rehires following a separation.

## ADVANCEMENT TO CLASS

Includes the following:

1. Reclassification upward in maximum salary range of the title of an employee's position into a different series. An example would be a reclassification of an Administrative Assistant II to an Administrative Analyst.
2. The change of an employee from one position to another position, the title of which has a higher maximum salary range. This change is effected through (usually open) recruitment.

## ADVANCEMENT WITHIN CLASS

Includes reclassification upward in maximum salary range of the title of an employee's position within a series. An example would be a reclassification of an Administrative Assistant II to an Administrative Assistant III.

SEPARATIONS

Include the following:

1. Death, resignation, quit without notice, early retirement
2. Release (before regularization of an employee)
3. Dismissal (after regularization of an employee)
4. Retirement
5. Layoff

## STAFF AVAILABILITY

Estimated population proportions obtained from the 1976 Survey of Income and Education conducted by the U.S. Bureau of the Census. The proportions used are the proportion of survey respondents of a given sex, race or ethnic background who are employed in jobs defined to be in a given occupation group.

The proportions for the Executive/Managerial group were obtained by a detailed tabulation by the Bureau of Census at the request of the University of California. Proportions for other job groups are taken from Tables 34-36 of the Current Population Reports Series P-20, No. 334.

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California Postsecondary Education Commission



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EDUCATION COMMISSION  
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CHRE

When it's over